DOCUMENT RESUME

ED 443 073 CG 030 187

AUTHOR	Reason, Robert D., Comp.
TITLE	NASPA Salary Survey 1999-2000: Comprehensive Report.
INSTITUTION	National Association of Student Personnel Administrators, Inc.
PUB DATE	2000-00-00
NOTE	107p.
AVAILABLE FROM	National Association of Student Personnel Administrators, 1875 Connecticut Ave., NW, Suite 418, Washington, DC 20009-5728. Tel: 202-265-7500; Web site: http://www.naspa.org.
PUB TYPE	Numerical/Quantitative Data (110) -- Reports - Descriptive (141)
EDRS PRICE	EDRS Price MF01 Plus Postage. PC Not Available from EDRS.
DESCRIPTORS	Higher Education; National Surveys; *Salaries; *Student Personnel Workers; Tables (Data)
IDENTIFIERS	*National Assn of Student Personnel Administrators

ABSTRACT

The National Association of Student Personnel Administrators (NASPA) Research Division surveys its members every two years regarding salary information for key student service positions. For the 1999-2000 survey, 1,198 surveys were initially sent; follow-up reminders were sent by e-mail. Four hundred nineteen or 35% were returned. This was a smaller return rate than the past three surveys. This booklet contains the Comprehensive Report, the Senior Student Affairs Officer Report, and supplemental reports from the seven regions of the association. The Comprehensive Report is divided into three sections. Section 1 covers information about the institutions that returned surveys. Section 2 includes information about the Senior Student Affairs Officers. Section 3 presents data for all student service positions covered in the survey. The Senior Student Affairs Officer Report concentrates on the responses involving the Senior Student Affairs Officers, the position at each of the institutions with responsibility for the total student affairs program. The regional reports highlight salary data from each region. (The comprehensive report contains 25 tables; the Senior Student Affairs Officer Report contains 16 tables.) (MKA)

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NASPA SALARY SURVEY 1999-2000

A COMPREHENSIVE REPORT OF THE NATIONAL ASSOCIATION OF STUDENT PERSONNEL ADMINISTRATORS

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NASPA
Student Affairs Administrators in Higher Education

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A COMPREHENSIVE REPORT OF THE
NATIONAL ASSOCIATION
OF STUDENT PERSONNEL
ADMINISTRATORS

NASPA
Student Affairs Administrators
in Higher Education

This report is sponsored by the NASPA Research Center. We thank Dr. Daniel C. Robinson, University Professor and Professor, Higher Education Educational Leadership and Policy Studies at Iowa State University. Any questions about the Survey can be directed to Dr. Robinson at dcr@iastate.edu.

NASPA Salary Survey, 1999–2000

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NASPA Research Division

NASPA Salary Survey
1999-2000

Comprehensive Report

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NASPA Salary Survey Report
1999-2000

The NASPA Research Division surveys member institutions every two years regarding salary information for key student service positions. For the 1999-2000 survey, 1,198 surveys were initially sent; follow-up reminders were sent by e-mail. Finally, 419 or 35% were returned. This is a smaller return rate than the past three surveys. Response rates for the 1993-94, 1995-96, and 1997-98 surveys were 55.2%, 46.8%, and 37.9%, respectively.

There are three sections to this report. The first covers information about the institutions that returned surveys. Section II includes information about the Senior Student Affairs Officers (SSAO). For a more complete analysis of data on the SSAO, see the separate SSAO Report. Section III presents data for all student service positions covered in this survey.

SECTION I
INSTITUTIONAL INFORMATION

Table 1 shows the number and percent of respondents from each NASPA region. Region III had the most respondents with 95. Region VI had the fewest respondents with 27. Nineteen respondents did not indicate their region on the survey.

Table 1. NASPA Regional Location of Survey Respondents.

		Count	Percent
NASPA	Region I	37	9.3%
Region	Region II	65	16.3%
	Region III	95	23.8%
	Region IV		
	East	84	21.0%
	Region IV		
	West	64	16.0%
	Region V	28	7.0%
	Region VI	27	6.8%
Total		400	100%

There were 19 nonrespondents.

Tables 2 and 3 show the types of institutions from which surveys were received. Approximately 90% of the surveys received came from 4-year institutions. Fifty-seven percent of respondents indicated their institutions receive public funds, while 43% receive private funds.

Table 2. Institutional Classification by Survey Respondents.

		Count	Percent
Classification	2-year Institution	42	10.1%
	Upper Division	1	0.2%
	4-year College	168	40.6%
	University	203	49.0%
Total		414	100.0%

There were 5 nonrespondents.

Table 3. Source of Support for Institution Responding to Survey.

		Count	Percent
Source of Support	Public	238	57.3%
	Private	177	42.7%
Total		415	100.0%

There were 4 nonrespondents.

The following table shows the distribution of enrollments for institutions returning surveys. Over 50% had FTE enrollments under 5,000 students, while only 10% had FTE enrollments over 20,000 students.

Table 4. Enrollment at Institutions Responding to Survey by Head Count (full- and part-time students) and by FTE-Count.

		Count	Percent
Total	Under 1000	34	8.3%
Enrollment	1,000 - 2,499	105	25.7%
Fall 1998	2,500 - 4,999	76	18.6%
	5,000 - 9,999	70	17.2%
	10,000 - 19,999	72	17.6%
	20,000 - 30,000	30	7.4%
	Over 30,000	21	5.1%
Total		408	100.0%
Total	Under 1000	30	9.9%
Enrollment	1,000 - 2,499	68	22.5%
FTE-Count	2,500 - 4,999	67	22.2%
	5,000 - 9,999	55	18.2%
	10,000 - 19,999	45	14.9%
	20,000 - 30,000	24	7.9%
	Over 30,000	13	4.3%
Total		202	100.0%

Table 5 shows how institutions determine salary levels. Institutions most commonly determine salaries with no established classification schedule (44%) or have an established position and salary classification schedule (34%).

Table 5. Method of salary Determination for Institutions Responding to Survey.

		Count	Percent
Determination of Salary	Established position and salary classification schedule	142	34.0%
	State or system wide position and classification schedule	80	19.3%
	Determined by institution--No schedule	182	43.9%
	Other	11	2.7%
Total		415	100%

SECTION II
INFORMATION REGARDING
SENIOR STUDENT AFFAIRS OFFICERS (SSAO)

Tables 6 through 8 summarize three questions regarding SSAO. For a complete examination of SSAO salary information, see the SSAO Report under a separate cover.

Table 6 shows the areas of responsibility for the SSAO, the respondent was to select all areas that applied to the SSAO at their institution.

Table 6. Areas of Responsibility for Senior Student Affairs Officers.

	Answering Yes	Percent
Academic Support Services	128	30.7%
Admissions	153	36.7%
Athletics	165	39.6%
Career Planning/Placement	356	85.4%
Dean of Students	343	82.5%
Counseling Centers	388	93.3%
Financial Aid	179	42.9%
Fraternities/Sororities	265	63.7%
Housing	362	86.8%
International Students	228	54.7%
Minority Student Affairs	305	73.1%
Orientation	359	86.1%
Records/Registration	109	26.1%
Recreation/Intramurals	310	74.3%
Security	137	32.9%
Student Activities	411	98.8%
Student Health Service	363	87.1%
Student Life Programs	385	92.3%
Student Life Research	202	48.4%
Student Retention	215	51.6%
Student Union	310	74.3%
Child Care	100	24.0%
Other	238	57.1%
Total	419	100.0%

The respondent was asked to indicate which benefits the SSAO receives at their institution. Table 7 summarizes this information.

Table 7. Fringe Benefits Received by Senior Student Affairs Officers.

	Answering Yes	Percent
Dental Insurance	299	71.5%
Disability Insurance	344	82.3%
Health/Hospitalization	405	96.9%
Housing Facilities	24	5.7%
Life Insurance	345	82.9%
Tuition Discounts/Free	301	72.0%
Retirement Program	411	98.3%
Staff or Faculty Discount Program	275	65.8%
Tuition Discounts or Waiver for Spouse/Children	292	69.9%
Sabbatical	86	20.6%
Total	419	100.0%

Table 8. Age Groups of Senior Student Affairs Officers.

		Count	Percent
Approximate Age group of SSAO	26-35	7	1.7%
	36-45	101	24.9%
	46-55	183	45.1%
	Over 55	115	28.3%
Total		406	100.0%

There were 13 nonrespondents.

SECTION III
INFORMATION REGARDING
STUDENT AFFAIRS OFFICERS

The remainder of this report consists of tables 9-25. Table 9 provides a composite presentation of all student service positions in the study with respect to the gender of the person holding the position, the highest degree earned, the umber of years in the present position, and the number of years at the present institution. Table 10 provides a composite comparison of all student services positions in the study with respect to ethnic background of the person holding the position. Tables 11-25 present an analysis of the salary data for each of the positions included in this study.

The NASPA Salary Study involves fifteen key positions at institutions of higher education within the student affairs division. The position classifications and descriptions are:

Senior Student Affairs Officer
The position at the institution having responsibility for the total student affairs program.

Associate
A position, other than the SSAO, which has primary responsibility for administrative detail. (The position which is often entitled Associate Vice President or Administrative Associate—may not exist in all divisions)

Assistant
A position, other than the SSAO, which has primary responsibility for administrative detail. (Assistant Vice President or Administrative Assistant—may not exist in all divisions)

Dean of Students
The position which has primary responsibility for areas of campus life (e.g., student activities, intramural programs, student conduct, etc.).

Associate Dean of Students
The position, other than the Dean of Students or Assistant Dean of Students, which has primary responsibility for areas of campus life (e.g., student activities, intramural programs, student conduct, etc.).

Assistant Dean of Students
The position, other than the Dean of Students or Associate Dean of Students, which has primary responsibility for areas of campus life (e.g., student activities, intramural programs, student conduct, etc.).

Director of Counseling Services
The position, other than the SSAO, which has primary responsibility for the direction of the Counseling Center or Counseling Services.

Director of Student Financial Aid
The position, which has primary responsibility for student financial aid, programs.

Director of Career Planning and Placement
The position which has primary responsibility for career planning and placement on campus.

Director of Student Health
The position which has primary responsibility for student health on campus.

Director of Student Union
The position which has primary responsibility for student union on campus.

Director of Security
The position which has primary responsibility for security on campus.

Director of Admissions
The position which has primary responsibility for admissions on campus.

Registrar/Registration
The position which has primary responsibility for students' academic records on campus.

Director of Housing
The position which has primary responsibility for residence life programs and operations.

Table 9. Composite Comparison by the Number of Respondents Listing this as a Position at their Institution and Adjusted Percentages Regarding Gender, Education, and Length of Time in a Position or at an Institution.

		Gender			Education				Mean Time (In Years)	
		Count	Female Percent	Male Percent	Ph.D./Ed.D. Percent	MA/MS Percent	BA/BS Percent	Other Percent	In Position	At Institution
Title of Officer	Senior Student Affairs Officer	418	39.9%	60.1%	72.3%	24.3%	50.0%	2.9%	7.86	13.55
	Associate	146	47.9%	52.1%	44.4%	44.4%	4.2%	6.9%	6.74	13.98
	Assistant	160	62.9%	37.1%	27.1%	42.6%	16.8%	13.5%	6.09	12.61
	Dean of Students	160	41.8%	58.2%	43.4%	51.6%	1.3%	3.8%	5.43	12.15
	Associate Dean of Students	131	47.3%	52.7%	28.9%	60.9%	4.7%	5.5%	5.60	10.58
	Assistant Dean of Students	147	61.0%	39.0%	8.3%	84.0%	4.9%	2.8%	4.03	7.10
	Director of Counseling Services	345	53.4%	46.6%	65.5%	32.5%	0.3%	1.8%	7.67	11.65
	Director of Student Financial Aid	262	59.8%	40.2%	5.2%	64.7%	26.2%	4.0%	7.64	11.49
	Director of Career Planning and Placement	336	59.2%	40.8%	11.5%	80.6%	6.7%	1.2%	6.48	9.27
	Director of Student Health	307	78.4%	21.6%	8.6%	41.9%	21.9%	27.6%	6.78	8.78
	Director of Student Union	251	40.2%	59.8%	12.6%	70.3%	16.3%	0.8%	11.58	10.80
	Director of Security	237	9.3%	90.7%	0.0%	33.5%	49.3%	17.2%	7.39	9.89
	Director of Admissions	249	43.0%	57.0%	11.8%	64.5%	20.0%	3.7%	6.79	10.94
	Registrar/Registration	192	55.5%	44.5%	14.7%	54.9%	25.5%	4.9%	7.87	14.46
	Director of Housing	322	41.3%	58.8%	14.2%	73.1%	11.1%	1.6%	5.93	8.53
Overall		3663	48.9%	51.1%	26.5%	53.3%	13.5%	0.7%	7.45	11.84

Table 10 Composite Comparison by the Number of Responses for Each Position According to Ethnic Background.

		African American		Latino/Hispanic		Asian		American Indian		Caucasian		Other	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Title of Officer	Senior Student Affairs Officer	43	10.5%	10	2.4%	4	1.0%	1	0.2%	352	85.6%	1	0.2%
	Associate	22	15.3%	4	2.8%	3	2.1%	1	0.7%	114	79.2%	0	0.0%
	Assistant	19	11.9%	5	3.1%	0	0.0%	1	0.2%	134	84.3%	0	0.0%
	Dean of Students	23	14.5%	7	4.4%	0	0.0%	2	1.3%	127	79.9%	0	0.0%
	Associate Dean of Students	17	13.0%	5	3.8%	5	3.8%	3	2.3%	98	23.4%	3	2.3%
	Assistant Dean of Students	34	23.1%	5	3.4%	3	2.0%	1	0.7%	103	70.1%	1	0.7%
	Director of Counseling Services	28	8.3%	6	1.8%	3	0.9%	1	0.3%	299	88.2%	2	0.6%
	Director of Student Financial Aid	14	5.4%	9	3.5%	0	0.0%	2	0.8%	231	89.5%	2	0.8%
	Director of Career Planning and Placement	18	5.4%	12	3.6%	4	1.2%	2	0.6%	295	89.1%	0	0.0%
	Director of Student Health	15	5.0%	3	1.0%	3	1.0%	2	0.7%	276	91.7%	2	0.5%
	Director of Student Union	23	9.5%	6	2.5%	2	0.8%	3	1.2%	206	85.5%	1	0.4%
	Director of Security	15	6.4%	2	0.9%	1	0.4%	2	0.9%	212	90.6%	2	0.9%
	Director of Admissions	14	5.7%	6	2.4%	2	0.8%	1	0.4%	223	90.3%	1	0.4%
	Registrar Registration	2	1.1%	6	3.2%	1	0.5%	0	0.0%	180	94.7%	1	0.5%
	Director of Housing	21	6.5%	11	3.4%	4	1.2%	1	0.3%	283	88.2%	1	0.3%
Overall		308	8.4%	97	2.7%	35	2.8%	55	150.0%	3133	86.0%	17	0.5%

Table 11. Salary Analysis for Senior Student Affairs Officers by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment FTE-Count	Under 1,000	30	62423	17443	42000	104400
	1,000 - 2,499	68	80396	21684	39200	159600
	2,500 - 4,999	67	92779	18894	55000	182000
	5,000 - 9,999	55	97390	15579	49440	132000
	10,000 - 19,000	45	117386	19776	79200	175000
	20,000 - 30,000	24	130217	18734	95000	176500
	Over 30,000	13	134144	20460	90000	160000
Source of Support	Public	238	100128	23976	49440	182000
	Private	177	84728	28877	36000	176500
Gender	Female	165	90222	26581	36500	175000
	Male	249	95652	27267	36000	182000
Ethnic Background	African-American	43	111546	32659	52100	182000
	Latino/Hispanic	10	97168	24902	43000	123360
	Asian	4	110400	22676	88000	132900
	American Indian	1	80000		80000	80000
	Caucasian	352	91226	25697	36000	175000
	Other	1	58000		58000	58000
Total		419	93539	27095	36000	182000

Table 12. Salary Analysis for Associates by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment FTE-Count	Under 1,000	30	42253	10530	36000	58000
	1,000 - 2,499	68	52782	17349	19100	77195
	2,500 - 4,999	67	67730	9480	57000	93719
	5,000 - 9,999	55	71731	10643	53542	89000
	10,000 - 19,000	45	86508	13412	64535	112956
	20,000 - 30,000	24	94081	14940	64800	113478
	Over 30,000	13	101695	15436	80000	120000
Source of Support	Public	238	79942	19949	28500	120000
	Private	177	59901	19946	19100	120000
Gender	Female	69	69592	22455	19100	120000
	Male	75	76280	21053	31000	117300
Ethnic Background	African-American	22	80375	19241	50000	112956
	Latino/Hispanic	4	56690	13932	48000	77217
	Asian	3	62667	39879	33000	108000
	American Indian	1	57000	0	57000	57000
	Caucasian	114	72720	21910	19100	120000
	Other	0	0	0	0	0
Total		419	73077	21916	19100	120000

Table 13. Salary Analysis for Assistants by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	30	28893	6412	22000	34680
FTE-Count	1,000 - 2,499	68	39234	14204	21000	66000
	2,500 - 4,999	67	51454	22369	27000	115000
	5,000 - 9,999	55	46912	19026	19000	90000
	10,000 - 19,000	45	63511	17614	28075	108032
	20,000 - 30,000	24	76980	20201	35996	108000
	Over 30,000	13	66243	14332	47911	88000
Source of	Public	238	60654	21752	15600	115000
Support	Private	177	43600	18201	14500	90000
Gender	Female	100	46989	20048	14500	106860
	Male	59	69267	17253	37920	115000
Ethnic	African-American	19	66865	20911	19000	106700
Background	Latino/Hispanic	5	50328	10657	38075	64284
	Asian	0	0	0	0	0
	American Indian	1	37398	0	37398	37398
	Caucasian	134	53527	22107	14500	115000
	Other	0	0	0	0	0
Total		419	54901	21968	14500	115000

Table 14. Salary Analysis for Deans of Students by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	30	48018	18054	38000	75071
FTE-Count	1,000 - 2,499	68	56434	14400	36320	87500
	2,500 - 4,999	67	60333	17749	29000	117416
	5,000 - 9,999	55	69176	16605	45630	104000
	10,000 - 19,000	45	74541	14217	37732	100877
	20,000 - 30,000	24	81077	15201	52100	104864
	Over 30,000	13	91798	11334	75000	115000
Source of	Public	238	69676	19224	29000	115000
Support	Private	177	65060	20080	30000	117416
Gender	Female	66	66563	21469	29000	117416
	Male	92	69216	18025	33854	104000
Ethnic	African-American	23	65578	14877	37732	94400
Background	Latino/Hispanic	7	79987	11091	59020	90000
	Asian	0	0	0	0	0
	American Indian	2	54073	2932	52000	56146
	Caucasian	127	68363	20573	29000	117416
	Other	0	0	0	0	0
Total		419	68320	19514	29000	1117416

Table 15. Salary Analysis for Associate Deans of Students by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment FTE-Count	Under 1,000	30	48420	18417	26000	77000
	1,000 - 2,499	68	47892	11442	21000	62700
	2,500 - 4,999	67	53450	11638	332330	74537
	5,000 - 9,999	55	55050	12261	39800	73079
	10,000 - 19,000	45	55088	12960	33660	80500
	20,000 - 30,000	24	60458	17947	37000	101200
	Over 30,000	13	67999	18045	48325	95678
Source of Support	Public	238	58162	15907	33230	101200
	Private	177	48294	13334	16500	80500
Gender	Female	62	51725	13556	26000	90000
	Male	69	55188	16981	16500	101200
Ethnic Background	African-American	17	54553	14742	26000	80500
	Latino/Hispanic	5	52765	6850	44412	60000
	Asian	5	64054	10834	50076	74537
	American Indian	3	51279	13800	36000	62838
	Caucasian	98	53165	16344	16500	101200
	Other	3	47197	8620	40000	56750
Total		419	53564	15508	16500	101200

Table 16. Salary Analysis for Assistant Deans of Students by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background..

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment FTE-Count	Under 1,000	30	34312	7377	19305	45000
	1,000 - 2,499	68	36584	6568	27000	51000
	2,500 - 4,999	67	38347	9604	25000	35000
	5,000 - 9,999	55	46987	12595	29000	83387
	10,000 - 19,000	45	43976	10235	27456	60000
	20,000 - 30,000	24	45606	10312	33000	72500
	Over 30,000	13	48142	8127	35000	58800
Source of Support	Public	238	43212	11076	25000	83387
	Private	177	39021	9395	19305	65000
Gender	Female	89	42030	10793	19305	83387
	Male	57	39808	9934	25000	72500
Ethnic Background	African-American	34	43931	13224	25000	83387
	Latino/Hispanic	5	41787	7917	33141	52000
	Asian	3	36491	9745	27000	46472
	American Indian	1	55000	0	55000	55000
	Caucasian	103	40390	9542	19305	65000
	Other	1	37000	0	33700	37000
Total		419	41246	10482	19305	83387

Table 17. Salary Analysis for Directors of Counseling Services by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	30	36497	7987	22000	50000
FTE-Count	1,000 - 2,499	68	41523	15451	2900	86196
	2,500 - 4,999	67	54848	12446	33360	88000
	5,000 - 9,999	55	61131	13347	42000	100800
	10,000 - 19,000	45	66409	12610	42608	95100
	20,000 - 30,000	24	78488	11739	60000	94560
	Over 30,000	13	79610	15196	65000	116000
Source of	Public	238	60789	17205	11500	125000
Support	Private	177	48387	16597	2900	100000
Gender	Female	183	50441	17221	2900	95100
	Male	160	61860	16889	22000	125000
Ethnic	African-American	28	59262	16154	30000	88026
Background	Latino/Hispanic	6	53780	13911	33360	68538
	Asian	3	46667	46277	2900	95100
	American Indian	1	43476	0	43476	43476
	Caucasian	299	55406	17884	8000	125000
	Other	2	88000	0	88000	88000
Total		419	55665	18000	2900	125000

Table 18. Salary Analysis for Directors of Student Financial Aid by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	30	37098	8831	18190	57378
FTE-Count	1,000 - 2,499	68	46940	13589	6100	73800
	2,500 - 4,999	67	57472	11127	28000	86973
	5,000 - 9,999	55	56942	10563	42000	88000
	10,000 - 19,000	45	70342	10808	48802	92021
	20,000 - 30,000	24	80663	12943	61475	11300
	Over 30,000	13	83394	8915	69000	101650
Source of	Public	238	60755	16358	6100	111300
Support	Private	177	48747	15979	23900	87329
Gender	Female	156	53293	16849	6100	111300
	Male	105	64188	15032	28000	106860
Ethnic	African-American	14	56261	15502	32469	83000
Background	Latino/Hispanic	9	55216	20551	29000	92021
	Asian	0	0	0	0	0
	American Indian	2	49895	35490	24800	74990
	Caucasian	231	57557	16789	6100	111300
	Other	2	54375	884	53750	55000
Total		419	57598	16984	2900	111300

Table 19. Salary Analysis for Directors of Career Planning and Placement by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	30	34007	8883	21000	53184
FTE-Count	1,000 - 2,499	68	40434	11339	10000	71350
	2,500 - 4,999	67	48105	12614	33000	91500
	5,000 - 9,999	55	51580	9928	34370	85000
	10,000 - 19,000	45	62930	12539	41000	5157
	20,000 - 30,000	24	72334	18913	49760	140000
	Over 30,000	13	67223	9525	53983	83268
Source of	Public	238	53621	14544	22000	95940
Support	Private	177	43568	16473	10000	140000
Gender	Female	197	45892	15547	19000	140000
	Male	136	54635	15703	10000	95157
Ethnic	African-American	18	48586	15522	26489	79600
Background	Latino/Hispanic	12	53314	14885	25000	75700
	Asian	4	43961	21291	30384	68500
	American Indian	2	45092	3251	42793	47390
	Caucasian	295	49351	16398	10000	140000
	Other	0	0	0	0	0
Total		419	49389	16141	10000	140000

Table 20. Salary Analysis for Directors of Student Health by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	30	32009	21667	10800	85260
FTE-Count	1,000 - 2,499	68	39029	19980	7500	121452
	2,500 - 4,999	67	50976	24759	30	125000
	5,000 - 9,999	55	62706	23346	30540	115000
	10,000 - 19,000	45	76531	27464	7447	141048
	20,000 - 30,000	24	98295	31852	65976	169179
	Over 30,000	13	105031	26120	62000	146553
Source of	Public	238	66841	30607	7447	169179
Support	Private	177	44476	27135	30	160000
Gender	Female	239	49224	26469	30	169179
	Male	66	85494	30657	7447	160000
Ethnic	African-American	15	61016	22045	25000	93730
Background	Latino/Hispanic	3	62949	13263	50647	77000
	Asian	3	46667	4163	42000	50000
	American Indian	2				
	Caucasian	276	57104	31761	7447	169179
	Other	2	39245	6003	35000	43490
Total		419	56801	31119	30	169179

Table 21. Salary Analysis for Directors of Student Unions by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	30	27816	5042	23960	40117
FTE-Count	1,000 - 2,499	68	35506	7123	20335	54000
	2,500 - 4,999	67	48326	13980	27130	80746
	5,000 - 9,999	55	54453	17267	6700	91000
	10,000 - 19,000	45	63864	12893	36000	97807
	20,000 - 30,000	24	75974	14516	44478	95000
	Over 30,000	13	73559	18569	41000	101966
Source of	Public	238	59029	17750	19980	101966
Support	Private	177	39366	14696	4000	97807
Gender	Female	100	43364	16456	4000	92013
	Male	149	57886	18788	19980	101966
Ethnic	African-American	23	57402	18914	23100	90097
Background	Latino/Hispanic	6	48871	22863	26000	86000
	Asian	2	37714	8081	32000	43428
	American Indian	3	36732	5278	33000	40464
	Caucasian	206	51559	18904	4000	97807
	Other	1	59080	0	59080	59080
Total		419	51997	19188	4000	101699

Table 22. Salary Analysis for Directors of Security by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	30	30164	12411	5000	47515
FTE-Count	1,000 - 2,499	68	39488	9295	22000	65000
	2,500 - 4,999	67	45292	11511	21500	65920
	5,000 - 9,999	55	55136	13450	6500	85000
	10,000 - 19,000	45	66088	12892	37361	91000
	20,000 - 30,000	24	82859	8770	65500	98000
	Over 30,000	13	72971	19299	39374	87038
Source of	Public	238	55269	18989	6500	110650
Support	Private	177	42523	13721	5000	100000
Gender	Female	22	49742	18978	25000	88176
	Male	214	50707	19304	5000	110650
Ethnic	African-American	15	52039	17026	26523	85608
Background	Latino/Hispanic	2	48801		48801	78801
	Asian	1	48408		18408	48408
	American Indian	2	60404	7207	55308	65500
	Caucasian	212	50691	18701	5000	110650
	Other	2	41806	6285	37361	46250
Total		419	50607	18283	5000	110650

Table 23. Salary Analysis for Directors of Admissions by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment FTE-Count	Under 1,000	30	37786	8227	20000	51956
	1,000 - 2,499	68	62101	23057	27700	126400
	2,500 - 4,999	67	63172	17197	39062	118164
	5,000 - 9,999	55	60140	14200	34000	96000
	10,000 - 19,000	45	72243	14584	46800	103500
	20,000 - 30,000	24	74565	21234	10000	99109
	Over 30,000	13	78807	18948	52000	117500
Source of Support	Public	238	62289	17602	10000	118164
	Private	177	61387	23210	20000	126500
Gender	Female	107	56447	17799	10000	118164
	Male	142	66132	19064	28161	126500
Ethnic Background	African-American	14	65103	15499	40144	92540
	Latino/Hispanic	6	59469	7986	51621	74200
	Asian	2	57250	8132	51500	63000
	American Indian	1	51600	0	51600	51600
	Caucasian	223	64705	19711	10000	126500
	Other	1	87752	0	87752	87752
Total		419	61928	19103	10000	126500

Table 24. Salary Analysis for Registrars by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment FTE-Count	Under 1,000	30	35699	6691	24000	47000
	1,000 - 2,499	68	48090	12613	30500	80379
	2,500 - 4,999	67	60562	12402	41000	86133
	5,000 - 9,999	55	57443	15122	28300	87600
	10,000 - 19,000	45	65846	11316	46887	93047
	20,000 - 30,000	24	81988	11238	66535	103707
	Over 30,000	13	80954	12546	60000	94306
Source of Support	Public	238	62154	16598	28300	107337
	Private	177	48948	16125	24000	80379
Gender	Female	106	53431	17376	24000	100000
	Male	85	65331	14977	28300	107337
Ethnic Background	African-American	2	61500	19092	48000	75000
	Latino/Hispanic	6	47037	6000	37000	51603
	Asian	1	64524	0	64524	64524
	American Indian	0	0	0	0	0
	Caucasian	180	59016	17678	24000	107337
	Other	1	59000	0	59000	59000
Total		419	58810	17339	24000	107337

Table 25. Salary Analysis for Directors of Housing by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment FTE-Count	Under 1,000	30	28390	7872	12500	44230
	1,000 - 2,499	68	37125	10583	5000	67000
	2,500 - 4,999	67	50107	16963	27750	135000
	5,000 - 9,999	55	57175	12980	30000	80000
	10,000 - 19,000	45	65438	11615	39000	91000
	20,000 - 30,000	24	83717	12457	62800	106838
	Over 30,000	13	78972	17566	40000	108000
Source of Support	Public	238	60487	19201	24500	135000
	Private	177	41786	16520	5000	94000
Gender	Female	132	45588	17097	5000	103000
	Male	188	56475	20831	12500	135000
Ethnic Background	African-American	21	55083	21190	20500	71656
	Latino/Hispanic	11	46688	17953	23500	58000
	Asian	4	51180	15492	35000	135000
	American Indian	1	58000	0	58000	73000
	Caucasian	283	52099	20455	5000	135000
	Other	1	73000	0	73000	73000
Total		419	52103	20303	5000	135000

NASPA Research Division

NASPA Salary Survey
1999-2000

Senior Student Affairs Officer Report

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NASPA Salary Survey Report
1999-2000

The NASPA Research Division surveys member institutions every two years regarding salary information for key student service positions. For the 1999-2000 survey, 1,198 surveys were initially sent; follow-up reminders were sent by email. Finally, 419 or 35% were returned. This is a smaller return rate than the past three surveys. Response rates for the 1993-94, 1995-96, and 1997-98 surveys were 55.2%, 46.8%, and 37.9%, respectively.

This report will concentrate on the responses involving the Senior Student Affairs Officers (SSAO), the position at each of the institutions with responsibility for the total student affairs program. For information on other student services positions, see the comprehensive report.

Throughout this report, a significant finding will mean a significance of .05 or less.

A multivariate ANOVA tested the overall effects of Region, Classification, Source of Support, FTE-Count, Gender, Ethnicity, and Highest Degree Earned on SSAO Salary. Due to small sample sizes, two variables were re-coded. Ethnicity was re-coded into three groups: African-American, Caucasian, and Other. Highest Degree Earned was re-coded to include M.A./M.S., Ph.D./Ed.D., and Other. This allowed for large enough groups for meaningful statistical analysis.

Overall, Region, Classification, Source of Support, FTE-Count, and Ethnicity had significant effects on mean salary of the SSAO. Gender and Highest Degree Earned did not significantly affect salary.

Table 1 and Figure 1 break down the SSAO salaries by NASPA region and highest degree earned by the SSAO. Every region returned surveys with Region VI returning the fewest with 27 and Region III the most at 95. The average salary for those with a Ph.D./Ed.D. is $97,708, which is significantly higher than the $79,676 for those with a M.A./M.S. degree.

Table 1. Mean SSAO Salary by Education Level and NASPA Region.

		Highest degree earned								Regional Totals	
		Ph. D./Ed. D.		M.A./M.S.		B.A./B.S.		Other			
		Mean	Count	Mean	Count	Mean	Count	Mean	Count	Mean	Count
NASPA Region	Region I	93785	20	82183	13	125000	1	86600	2	90576	37
	Region II	96783	46	86939	16	0	0	135000	1	94859	65
	Region III	98559	76	77331	16	0	0	122200	3	95813	95
	Region IV East	98485	57	83266	20	65000	1	102600	5	94615	84
	Region IV West	92877	44	70406	18	0	0	99000	1	86452	64
	Region V	91813	22	51250	4	0	0	0	0	86558	28
	Region VI	107101	17	84026	10	0	0	0	0	98555	27
Total		97708	297	79676	100	95000	2	107800	12	93539	419

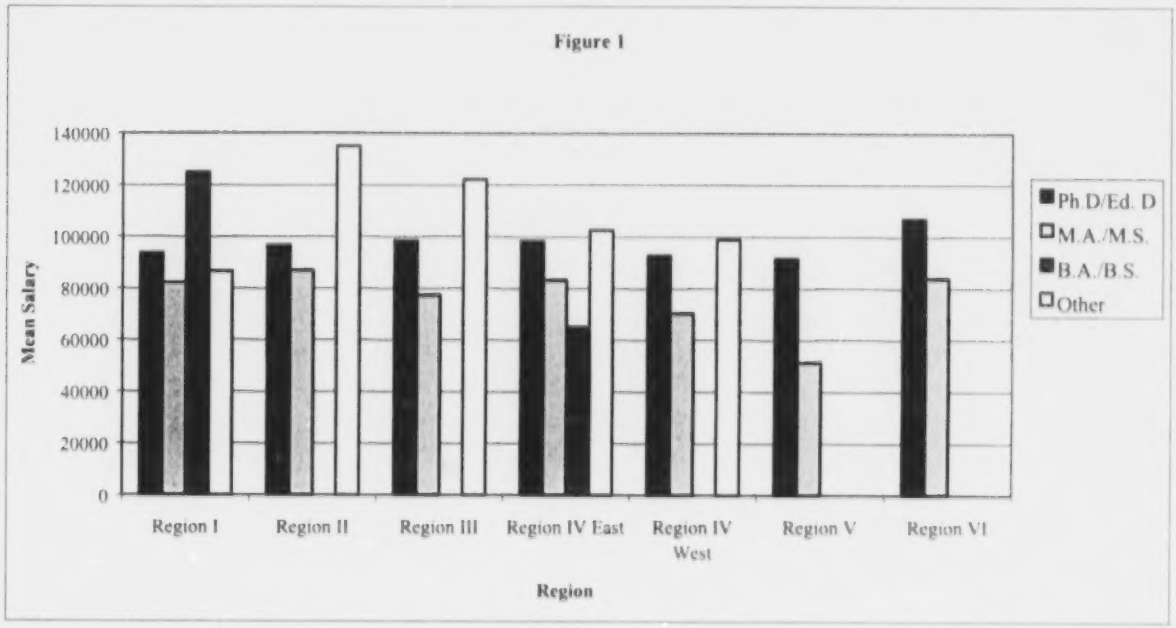
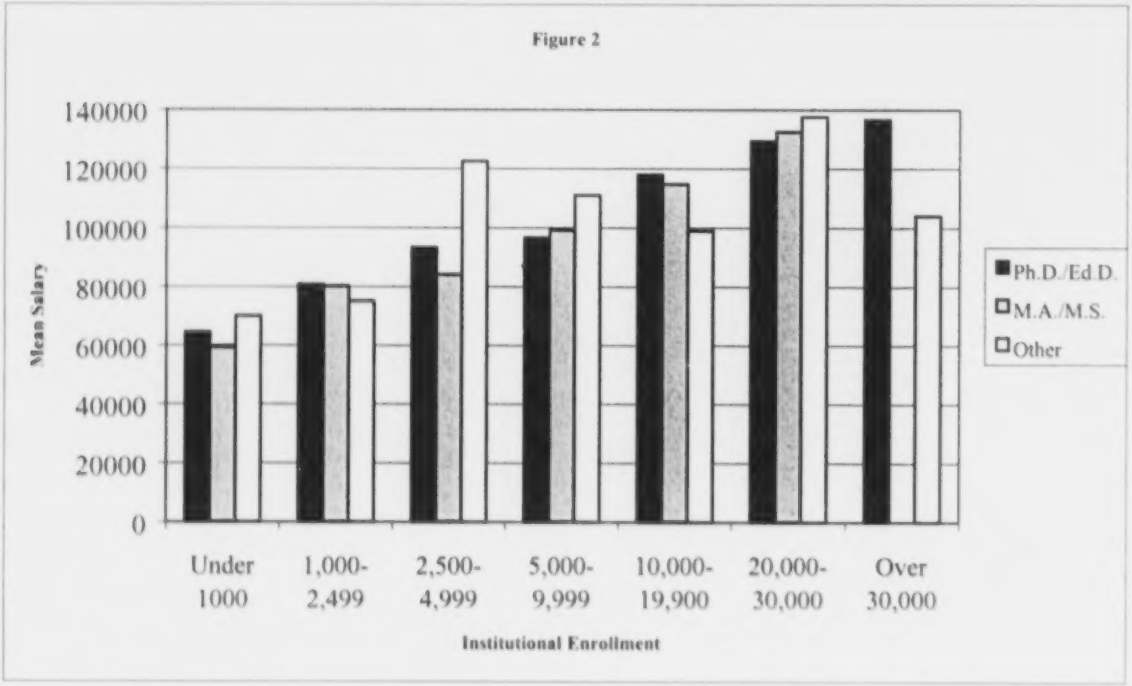


Table 2 and Figure 2 examine the SSAO's salary, highest degree earned, and the institution's total enrollment. Full Time Equivalency (FTE) counts are used for total enrollment.

Table 2. Mean SSAO Salary by Education Level and Institutional Enrollment (FTE).

		Highest degree earned								Total	
		Ph. D./Ed. D		M.A./M.S.		B.A./B.S.		Other			
		Mean	Count	Mean	Count	Mean	Count	Mean	Count	Mean	Count
Total Enrollment-FTE Count	Under 1000	64431	16	59368	13	0	0	70000	1	62423	30
	1,000-2,499	80784	37	80143	25	0	0	75000	3	80396	68
	2,500-4,999	93228	50	84184	13	0	0	122533	3	32779	67
	5,000-9,999	96623	43	99149	11	0	0	111000	1	97390	55
	10,000-19,900	118092	38	114819	6	0	0	0	0	117386	458
	20,000-30,000	129388	21	132657	1	0	0	137700	2	130217	24
	Over 30,000	136656	12	0	0	0	0	104000	1	134144	13
Total		97708	297	79676	100	95000	2	107800	12	93539	419

Neither respondent indicating B.A./B.S. as "Highest degree earned" indicated the FTE-Count of their institution.

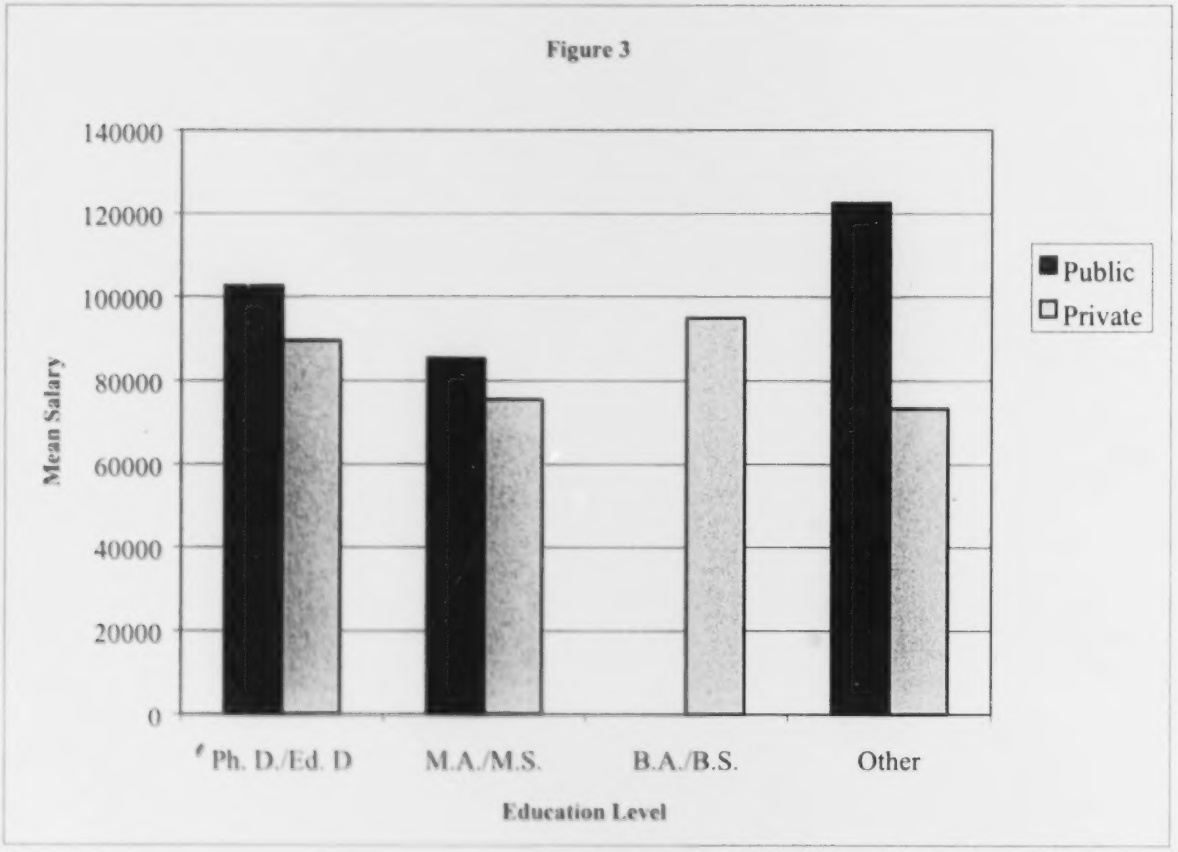


Average SSAO salary by education level and source of support are examined in Table 3 and Figure 3.

Table 3. Mean SSAO Salary by Education Level and Source of Support.

		Highest degree earned								Total	
		Ph. D./Ed. D		M.A./M.S.		B.A./B.S.		Other			
		Mean	Count	Mean	Count	Mean	Count	Mean	Count	Mean	Count
Source of Support	Public	102642	187	85429	40	0	0	122571	8	100128	238
	Private	89541	107	75513	59	95000	2	73333	4	84728	177
Total		97708	297	79676	100	95000	2	107800	12	93539	419

Figure 3



A comparison of mean SSAO salaries by degree earned and ethnic background appears in Table 4 and Figure 4.

Table 4. Mean SSAO Salary by Education Level and Ethnic Background.

		Highest degree earned								Total	
		Ph. D./Ed. D		M.A./M.S.		B.A./B.S.		Other			
		Mean	Count	Mean	Count	Mean	Count	Mean	Count	Mean	Count
Ethnic Background	African-American	111271	34	102971	5	65000	1	144467	3	111546	43
	Latino/ Hispanic	103930	8	43000	1	0	0	104000	1	97168	10
	Asian	129800	2	91000	2	0	0	0	0	110400	4
	American Indian	80000	1	0	0	0	0	0	0	80000	1
	Caucasian	95476	252	78769	89	125000	1	90100	8	91226	352
	Other	0	0	58000	1	0	0	0	0	58000	1
Total		97708	297	79676	100	95000	2	107800	12	93539	419

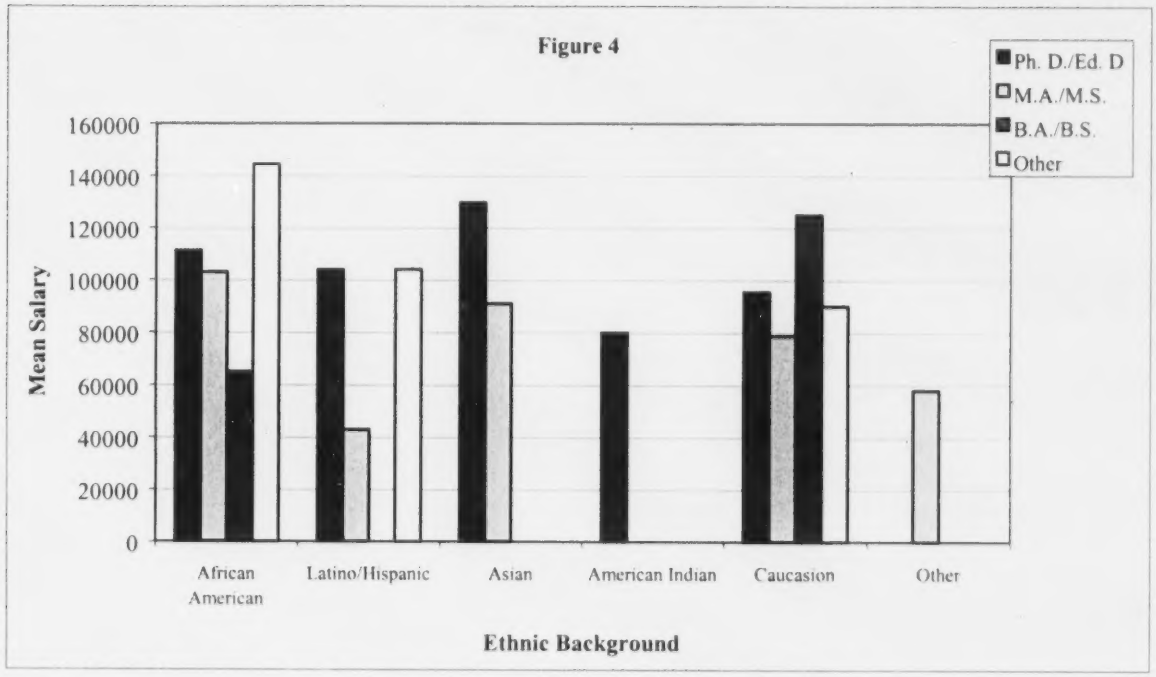


Table 5 and Figure 5 compare the SSAO salaries for the different genders by NASPA region. Overall, males make an average of $5,430 more than females. This is not significant difference. There are also more male than female SSAOs in each of the regions, except for Region VI.

Table 5. Mean SSAO Salary by Gender and NASPA Region.

		Gender				Region Total	
		Female		Male			
		Mean	Count	Mean	Count	Mean	Count
NASPA Region	Region I	87870	13	90428	23	90576	37
	Region II	94018	28	95552	36	94859	65
	Region III	92150	34	97799	61	95813	95
	Region IV East	89565	33	98016	50	94615	84
	Region IV West	78124	25	91364	39	86452	64
	Region V	88540	10	84366	17	86558	28
	Region VI	94854	15	103181	12	98555	27
Total		90222	165	95652	249	93539	419

Figure 5

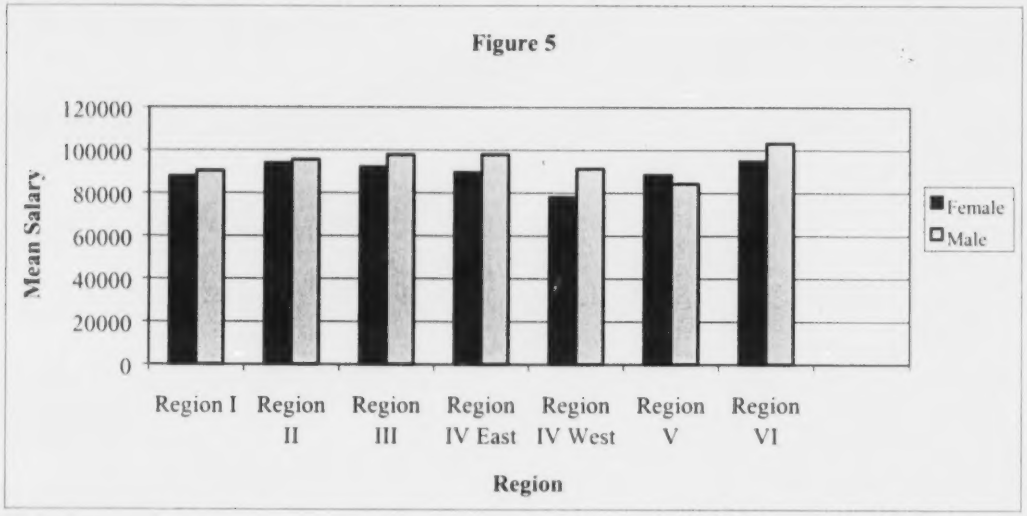


Table 6 and Figure 6 compare SSAO average salaries by gender and institutional enrollment (FTE). With the exception of the two smallest enrollment sizes, male salaries are larger than female salaries for each institutional size. As enrollment increases, so does average salary for the SSAO.

Table 6. Mean SSAO Salary by Gender and Institutional Enrollment (FTE).

		Gender				Total	
		Female		Male			
		Mean	Count	Mean	Count	Mean	Count
Total Enrollment FTE Count	Under 1000	64476	17	59738	13	62423	30
	1,000-2,499	85497	24	78034	42	80396	68
	2,500-4,999	91421	28	93779	39	92779	67
	5,000-9,999	93810	22	99777	33	97390	55
	10,000-19,900	116629	17	117873	26	117386	45
	20,000-30,000	126858	6	131337	18	130217	24
	Over 30,000	120675	4	140131	9	134144	13
Total		90222	165	95652	249	93539	419

Figure 6

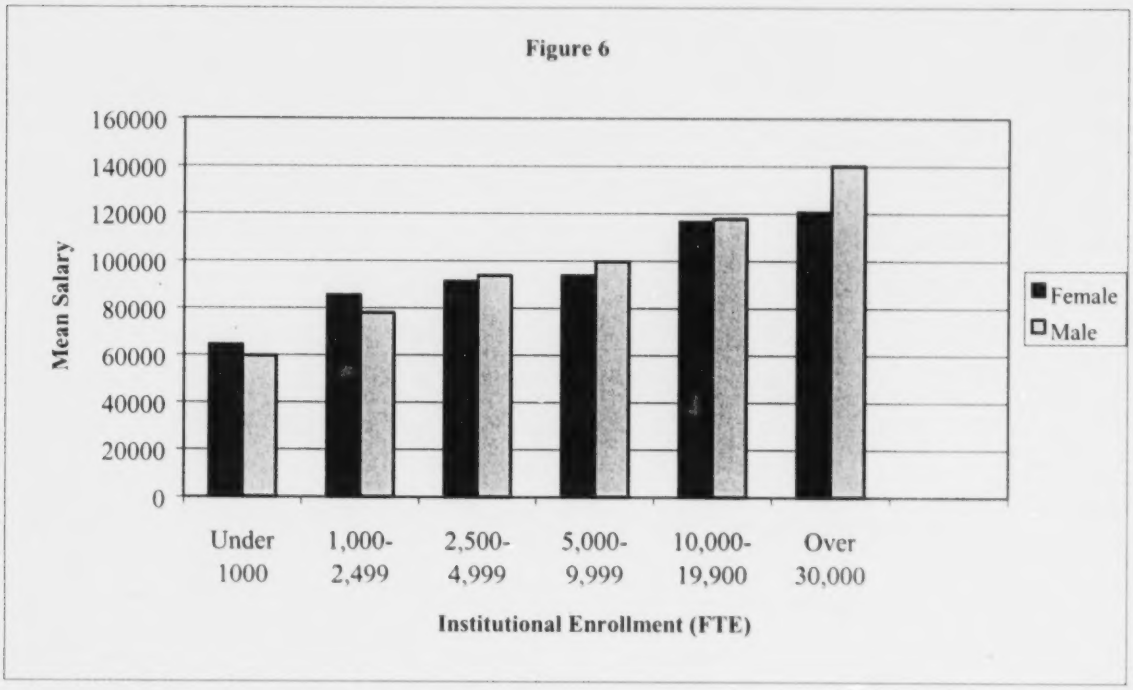
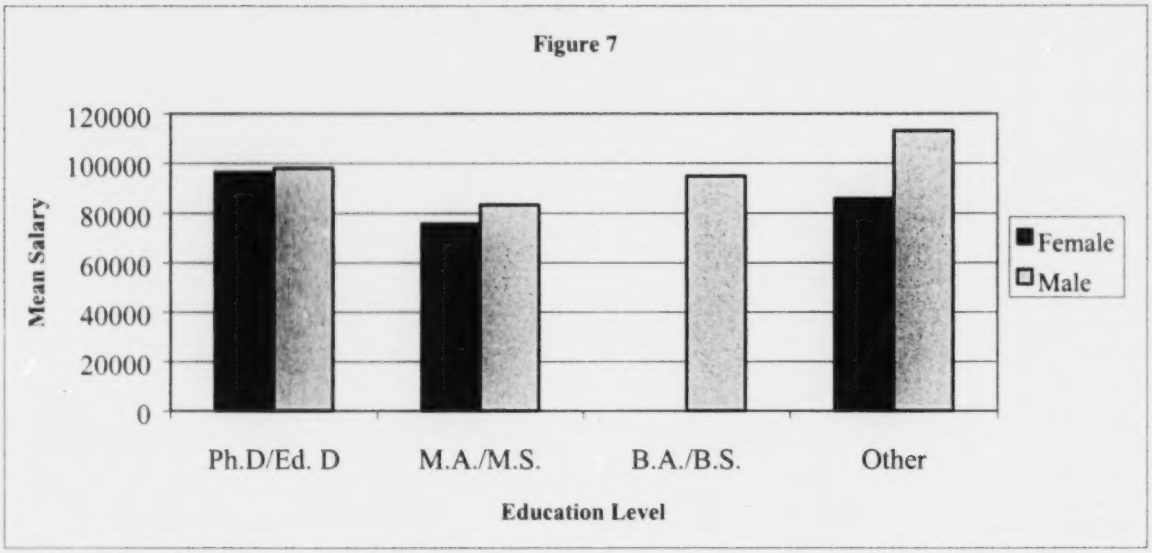


Table 7 and Figure 7 examine the relationship between salary, gender, and highest degree earned. At each educational level, male SSAOs make more than their female counterparts. No females indicated B.A./B.S. as their highest degree.

Table 7. Mean SSAO Salary by Gender and Education Level.

		Gender				Total	
		Female		Male			
		Mean	Count	Mean	Count	Mean	Count
Source of Support	Ph.D/Ed. D	96524	111	98248	185	97708	297
	M.A./M.S.	75779	49	83418	51	79676	100
	B.A./B.S.	0	0	95000	2	95000	2
	Other	86000	3	113250	9	107800	12
Total		90222	165	95652	249	93539	419

Figure 7



Salary, gender, and source of support are examined in Table 8 and Figure 8. For both public and private schools, male average salaries are larger than female average salaries. Both men and women earn less in private schools than in public schools.

Table 8. Mean SSAO Salary by Gender and Source of Support.

		Gender				Total	
		Female		Male			
		Mean	Count	Mean	Count	Mean	Count
Source of Support	Public	97178	87	102025	148	100128	238
	Private	82476	77	86069	98	84728	177
Total		90222	165	95652	249	93539	419

Figure 8

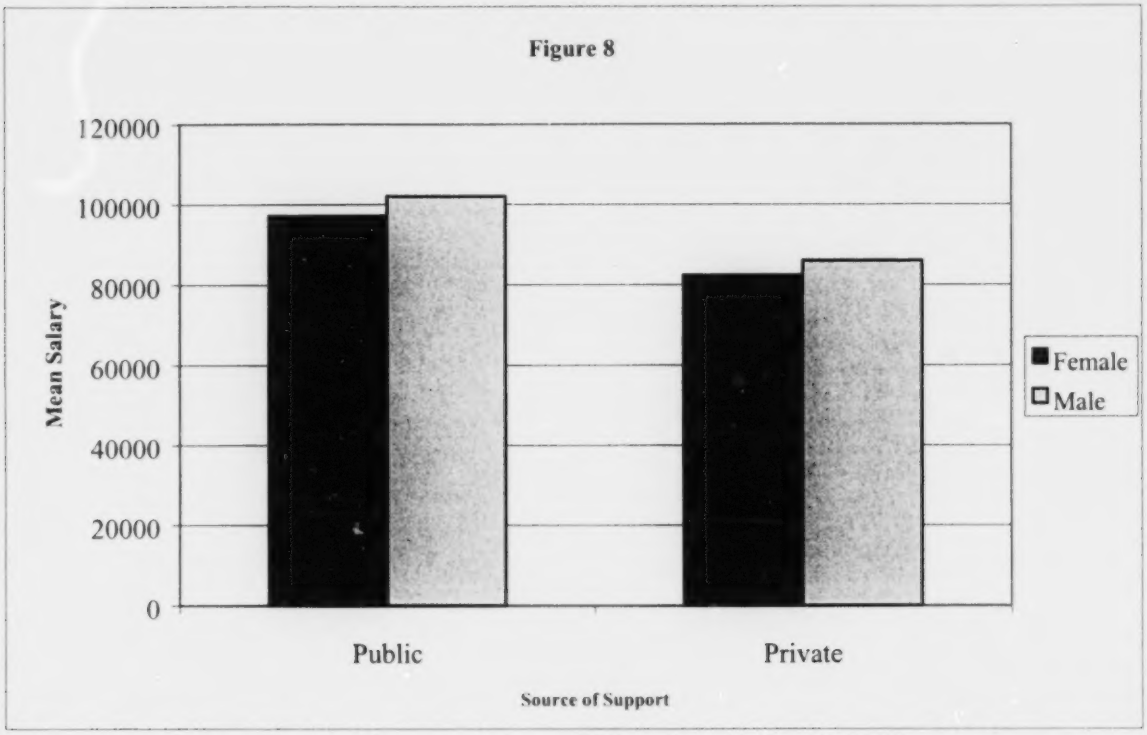


Table 9 and Figure 9 examine salary by gender and ethnic background. Only 1 respondent indicated the SSAO at their institution was American Indian, and only one indicated "other." In each case, except Latino/Hispanic Women, males of each ethnicity earn more than women in the same ethnicity. Low numbers in several ethnic backgrounds make statistical comparisons difficult.

Table 9. Mean SSAO Salary by Gender and Ethnic Background.

		Gender				Total	
		Female		Male			
		Mean	Count	Mean	Count	Mean	Count
Ethnic Background	African-American	96672	23	128650	20	111546	43
	Latino/Hispanic	113787	3	88858	7	97168	10
	Asian	102900	3	132900	1	110400	4
	American Indian	80000	1	0	0	80000	1
	Caucasian	88430	132	92729	219	91226	352
	Other	85000	1	0	0	58000	1
Total		90222	165	95652	249	93539	419

Figure 9

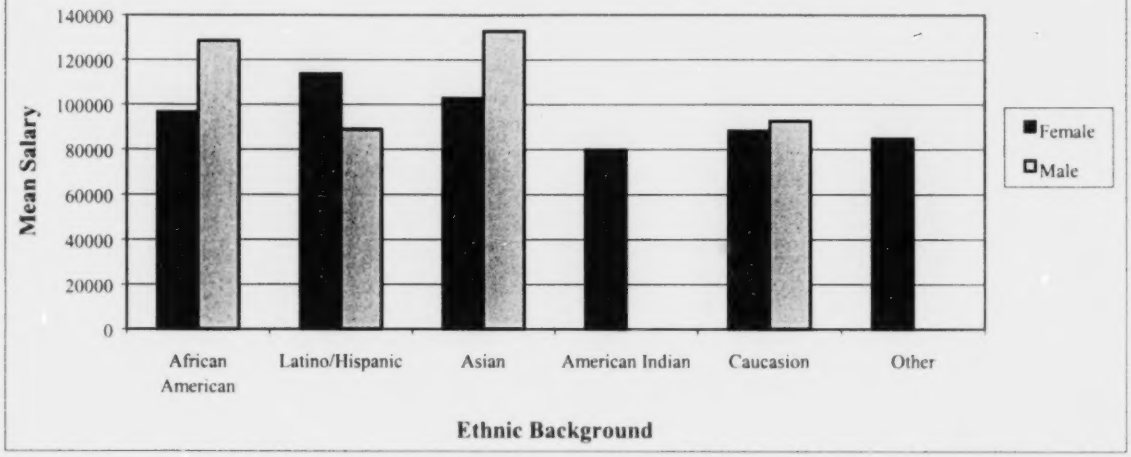
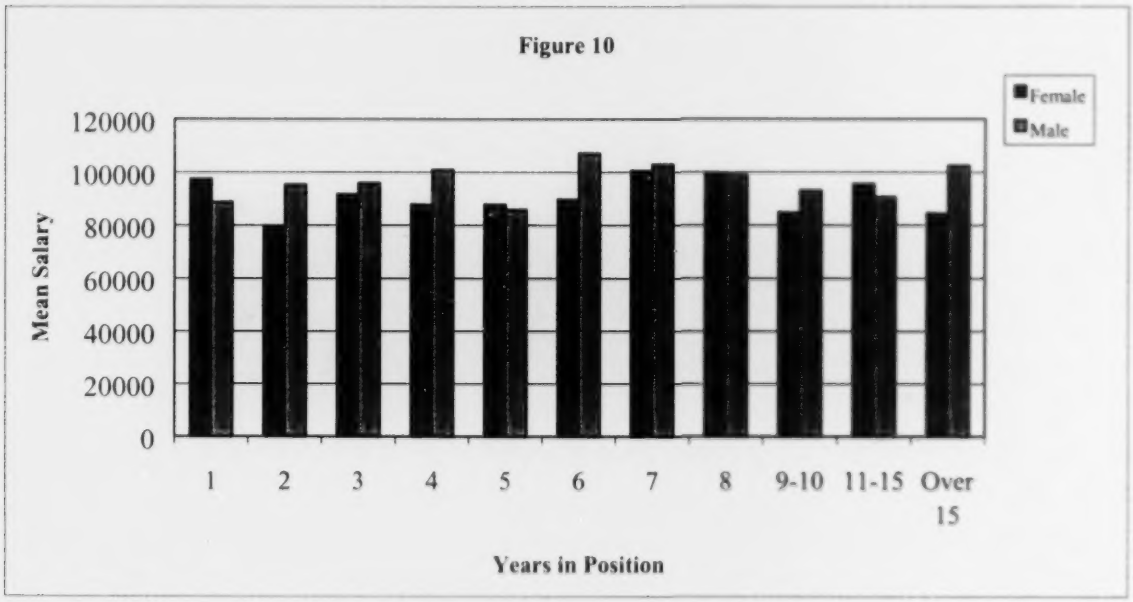


Table 10 and Figure 10 examine the effects gender and number of years in the position have on SSAO average salary. Average salaries are largest for both genders at 7 years in their position. Gender differences are mixed, with women earning more than men in 4 categories, while men earn more than women in 7 categories.

Table 10. Mean SSAO Salary by Gender and Years in Position.

		Gender				Total	
		Female		Male			
		Mean	Count	Mean	Count	Mean	Count
Years in Position	1	94193	29	95086	31	94632	60
	2	74172	20	91551	27	83994	47
	3	92085	19	91046	11	91704	30
	4	87826	9	101004	13	95984	22
	5	91322	11	86791	18	88409	29
	6	89797	12	107139	12	98468	24
	7	100175	16	102960	11	102298	28
	8	97610	6	92161	9	94341	15
	9-10	86156	14	92978	30	90757	44
	11-15	95548	15	90536	43	91789	58
	Over 15	84416	11	102421	41	98891	52
Total		90222	165	95652	249	93539	419



Tables 11 through 16 examine further the average salaries of SSAOs. No statistical interpretation is provided due to small sample sizes.

Table 11. Mean SSAO Salary by Gender, Education Level, and NASPA Region.

			Gender				Total	
			Female		Male			
			Mean	Count	Mean	Count	Mean	Count
Highest degree Earned	Ph.D./ Ed.D	Public	102024	67	102983	120	102642	187
		Private	88399	44	89721	62	89541	106
	M.A./M.S.	Public	80602	19	89795	21	85429	40
		Private	72109	29	78799	30	75513	59
	B.A./B.S.	Public	0	0	0	0	0	0
		Private	0	0	95000	2	95000	2
	Other	Public	0	1	122571	7	122571	8
		Private	86000	2	48000	2	73333	4
Total			90222	165	95652	249	93539	419

Table 12. Mean SSAO Salary by Gender, Educational Level and Institutional Enrollment (FTE).

				Gender				Total	
				Female		Male			
				Mean	Count	Mean	Count	Mean	Count
Highest degree earned	Ph.D./Ed.D	Total Enrollment FTE Count	Under 1000	62885	9	66420	7	64431	16
			1,000-2,499	90165	12	76282	25	80784	37
			2,500-4,999	94188	18	92688	32	93228	50
			5,000-9,999	95858	16	97077	27	96623	43
			10,000-19,900	118968	16	116904	21	118092	38
			20,000-30,000	126858	6	130401	15	129388	21
			Over 30,000	120675	4	144647	8	136656	12
	M.A./M.S.	Total Enrollment FTE Count	Under 1000	65733	7	51943	6	59368	13
			1,000-2,499	77438	10	81882	15	80143	25
			2,500-4,999	86440	10	76667	3	84184	13
			5,000-9,999	88348	6	112110	5	99149	11
			10,000-19,900	79200	1	121943	5	114819	6
			20,000-30,000	0	0	132657	1	132657	1
	Other	Total Enrollment FTE Count	Under 1000	70000	1	0	0	70000	1
			1,000-2,499	102000	2	48000	1	75000	3
			2,500-4,999	0	0	122533	3	122533	3
			5,000-9,999	0	0	111000	1	111000	1
			20,000-30,000	0	0	137700	2	137700	2
			Over 30,000	0	0	104000	1	104000	1
Total				90222	165	95652	249	93539	419

Table 13. Mean SSAO Salary by Gender, Education Level, and NASPA Region.

			Gender				Region Total	
			Female		Male			
			Mean	Count	Mean	Count	Mean	Count
Highest degree Earned	Ph.D./Ed.D	Region I	100063	5	89027	14	93785	19
		Region II	98522	21	95262	25	96783	46
		Region III	93991	26	100983	50	98559	76
		Region IV East	95749	23	100392	34	98485	57
		Region IV West	85492	15	96443	29	92877	44
		Region V	98623	8	88409	14	91813	22
		Region VI	104400	8	109502	9	107101	17
	M.A./M.S.	Region I	76706	7	88574	6	82183	13
		Region II	80507	7	91941	9	86939	16
		Region III	84171	7	72201	9	77331	16
		Region IV East	72679	8	90323	12	83266	20
		Region IV West	66662	9	74149	9	70406	18
		Region V	53250	2	49250	2	51250	4
		Region VI	83943	7	84219	3	84026	10
	B.A./B.S.	Region I	0	0	125000	1	125000	1
		Region IV East	0	0	65000	1	65000	1
	Other	Region I	0	0	86600	2	86600	2
		Region II	0	0	135000	1	135000	1
		Region III	0	1	122200	2	122200	3
		Region IV East	86000	2	113667	3	102600	5
		Region IV West	0	0	99000	1	99000	1
	Total		90222	165	95652	249	93539	419

Table 14. Mean SSAO Salary by Gender, Educational Level, and Ethnic Background.

			Gender				Total	
			Female		Male			
			Mean	Count	Mean	Count	Mean	Count
Highest degree earned	Ph.D./Ed.D	African-American	99213	20	128497	14	111271	34
		Latino/Hispanic	113787	3	96538	5	103930	8
		Asian	126700	1	132900	1	129800	2
		American Indian	80000	1	0	0	80000	1
		Caucasian	95105	86	95462	165	91226	252
				1			95476	
	M.A./M.S.	African-American	79733	3	137829	2	102971	5
		Latino/Hispanic	0	0	73000	1	43000	1
		Asian	91000	2	0	0	91000	2
		Caucasian	75195	43	82105	46	78769	89
		Other	58000	1	0	0	58000	1
	B.A./B.S.	African-American	0	0	65000	1	65000	1
		Caucasian	0	0	125000	1	125000	1
	Other	African-American	0	0	144467	3	144467	3
		Latino/Hispanic	0	0	104000	1	104000	1
		Caucasian	86000	3	92150	5	90100	8
		Other	0	0	0		0	0
Total			90222	165	95652	249	93539	419

Table 15. Mean SSAO Salary by Gender, Educational Level, and Years in Position.

			Gender				Total	
			Female		Male			
			Mean	Count	Mean	Count	Mean	Count
Highest degree earned	Ph.D./Ed.D	1	101227	15	90093	18	95312	33
		2	81167	12	96297	12	88732	24
		3	98815	12	104187	4	101587	16
		4	93934	7	98125	9	96449	16
		5	92528	9	89028	14	90301	23
		6	99706	9	102084	8	100825	17
		7	109188	7	98767	9	104836	17
		8	107190	4	98370	5	102290	9
		9-10	98399	6	95633	24	96205	30
		11-15	103159	10	96596	28	98323	38
		Over 15	92695	5	105137	33	103500	38
	M.A./M.S.	1	86040	5	65000	2	872533	7
		2	57739	6	86286	7	73110	13
		3	79025	5	84973	3	81256	8
		4	69500	2	109167	3	93300	5
		5	50000	1	71333	3	66000	4
		6	60067	3	72000	1	63050	4
		7	91640	7	132657	1	96767	8
		8	70000	1	79000	2	76000	3
		9-10	71216	6	82042	5	76137	11
		11-15	76521	4	80527	11	79459	15
		Over 15	76136	6	86395	7	82121	13
	B.A./B.S.	11-15	0	0	65000	1	65000	1
		Over 15	0	0	125000	1	125000	1
	Other	2	0	0	119500	2	119500	2
		3	70000	1	0	0	70000	1
		6	0	0	182000	1	182000	1
		7	102000	1	111000	1	106500	2
		8	0	0	140400	1	140400	1
		9-10	0	0	86600	1	86600	1
		11-15	0	1	73500	3	73500	4
Total			90222	165	95652	249	93539	419

Table 16. Mean SSAO Salary by Years in Position and Ethnic Background.

		Ethnic Background												Total	
		African American		Latino/ Hispanic		Asian		American Indian		Caucasian		Other			
		Mean	Count	Mean	Count	Mean	Count	Mean	Count	Mean	Count	Mean	Count	Mean	Count
Years in Position	1	101750	3	114355	2	0	0	0	0	91250	35	0	0	93295	40
	2	100500	6	89500	2	0	0	0	0	83129	31	58000	1	85425	40
	3	130043	2	0	0	0	0	0	0	89674	23	0	0	92903	25
	4	117375	4	0	0	0	0	0	0	90549	16	0	0	95662	21
	5	101261	4	0	0	0	0	0	0	81379	21	0	0	86562	27
	6	156000	2	0	0	132900	1	0	0	90629	18	0	0	97647	22
	7	114289	4	0	0	0	0	0	0	100530	23	0	0	102569	27
	8	131500	2	43000	1	0	0	0	0	98301	10	0	0	99154	13
	9-10	116800	1	0	0	107350	1	0	0	89015	39	0	0	90587	42
	11-15	107125	4	97800	1	0	0	0	0	90468	53	0	0	91789	58
	Over 15	105726	5	0	0	0	0	0	0	98148	47	0	0	98891	52
Total		111546	43	97168	10	110400	4	80000	1	81226	352	58000	1	93539	419

Respondents indicating "American Indian" and "Other" did not indicate number of "Years in Position."

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NASPA Research Division

NASPA Salary Survey 1999-2000

Region I Supplemental Report

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This regional supplement highlights salary data from Region I. These tables correspond with Tables 11-25 in the Comprehensive Report, which report similar data for the all NASPA Regions.

The following tables show salary analysis information for each student services position in the study with respect to institutional enrollment, source of support, gender, and ethnicity of the person holding the position. The tables represent only those respondents from this specific region. Due to low numbers in several categories, statistical analysis was not feasible.

Under the "Count" column in each table, the numbers indicted next to "Institutional Enrollment" and "Source of Support" are institutional numbers. This may be different than the number used to calculate mean salary if, for example, an institution does not have the position reported by a table but completed a survey. The numbers reported next to "Gender" and "Ethnicity" indicate that number of respondents in the position that indicated a specific gender or ethnicity.

Regional Salary Analysis for Senior Student Affairs Officers by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total	Under 1,000	1	55000	0	55000	55000
Enrollment	1,000 - 2,499	9	78952	15789	55000	110000
FTE-Count	2,500 - 4,999	8	92068	5764	84892	100000
	5,000 - 9,999	5	105986	10013	93079	120000
	10,000 - 19,000	1	129000	0	129000	129000
	20,000 - 30,000	1	105350	0	105350	105350
Source of	Public	20	91943	20555	55000	144740
Support	Private	17	88867	21094	55000	129000
Gender	Female	13	87870	23312	55000	144740
	Male	23	90428	17852	55000	125000
Ethnic	African-American	1	90000	0	90000	90000
Background	Latino/Hispanic	1	105350	0	105350	105350
	Caucasian	34	89707	21164	55000	144740
Total		37	90576	20554	55000	144740

Regional Salary Analysis for Associate Senior Student Affairs Officers by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment FTE-Count	Under 1,000	1	0	0	0	0
	1,000 - 2,499	9	52480	20468	35009	75000
	2,500 - 4,999	8	67835	5146	60000	72000
	5,000 - 9,999	5	84000	0	84000	84000
	10,000 - 19,000	1	67000	0	67000	67000
	20,000 - 30,000	1	108432	0	108432	108432
Source of Support	Public	20	68628	26051	28500	108432
	Private	17	61886	12391	47432	75000
Gender	Female	8	68755	27112	28500	108432
	Male	7	63668	16490	35009	84000
Ethnic Background	African-American	1	108432	0	108432	108432
	Caucasian	14	63377	19570	28500	106000
Total		37	66381	22158	28500	108432

Regional Salary Analysis for Assistant Student Affairs Officers by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment FTE-Count	Under 1,000	1	0	0	0	0
	1,000 - 2,499	9	42460	6421	37920	47000
	2,500 - 4,999	8	62000	0	62000	62000
	5,000 - 9,999	5	36578	12247	22734	46000
	10,000 - 19,000	1	44000	0	44000	44000
	20,000 - 30,000	1	64709	0	64709	64709
Source of Support	Public	20	53420	17560	22734	72500
	Private	17	47778	8150	37920	59972
Gender	Female	7	47206	14037	22734	64709
	Male	5	56478	13926	37920	72500
Total		37	51070	14170	22734	72500

Regional Salary Analysis for Deans of Students by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	1	0	0	0	0
FTE-Count	1,000 - 2,499	9	51187	14255	36320	64740
	2,500 - 4,999	8	64253	16817	50012	86000
	5,000 - 9,999	5	807373	17577	61994	104000
	10,000 - 19,000	1	99000	0	99000	99000
	20,000 - 30,000	1	0	0	0	0
Source of	Public	30	73856	20317	50012	106000
Support	Private	17	69529	25254	36320	99000
Gender	Female	9	64377	20137	36320	106000
	Male	5	86590	16461	61994	104000
Total		37	72310	21328	36320	106000

Regional Salary Analysis for Associate Deans of Students by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	1	0	0	0	0
FTE-Count	1,000 - 2,499	9	47878	9596	34000	56000
	2,500 - 4,999	8	59151	1877	57823	60478
	5,000 - 9,999	5	65042	7263	57800	72325
	10,000 - 19,000	1	80500	0	80500	80500
	20,000 - 30,000	1	59444	0	59444	59444
Source of	Public	20	60626	5637	51510	72325
Support	Private	17	52965	7396	34000	80500
Gender	Female	6	53456	14019	34000	72325
	Male	7	60275	10926	44323	80500
Ethnic	African-American	2	76413	5781	72325	80500
Background	Latino/Hispanic	1	59444	0	59444	59444
	Caucasian	10	52993	9372	34000	65000
Total		37	57434	12203	34000	80500

Regional Salary Analysis for Assistant Deans of Students by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	1	0	0	0	0
FTE-Count	1,000 - 2,499	9	34389	7742	27000	44555
	2,500 - 4,999	8	0	0	0	0
	5,000 - 9,999	5	55281	4585	50843	60000
	10,000 - 19,000	1	54150	0	54150	54150
	20,000 - 30,000	1	48800	0	48800	48800
Source of	Public	20	52429	5097	47500	60000
Support	Private	17	38569	11223	27000	55000
Gender	Female	9	47410	9501	29844	60000
	Male	5	36000	12832	27000	55000
Ethnic	African-American	4	51114	9757	47500	55000
Background	Asian	2	31500	6364	27000	36000
	Caucasian	8	44294	12207	29844	60000
Total		37	43899	11463	27000	60000

Regional Salary Analysis for Directors of Counseling Services by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	1	0	0	0	0
FTE-Count	1,000 - 2,499	9	48088	15696	28500	70000
	2,500 - 4,999	8	57903	13214	40000	78000
	5,000 - 9,999	5	62896	10284	51000	78000
	10,000 - 19,000	1	69000	0	69000	69000
	20,000 - 30,000	1	91472	0	91472	91472
Source of	Public	20	60504	14047	41000	71472
Support	Private	17	54482	14286	28500	78000
Gender	Female	12	50666	15380	28500	77900
	Male	18	62379	11615	47765	91472
Ethnic	African-American	1	77900	0	77900	77900
Background	Latino/Hispanic	1	55000	0	55000	55000
	Caucasian	27	57663	14128	28500	91472
Total		37	57694	14244	28500	91472

Regional Salary Analysis for Directors of Financial Aid by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	1	35000	0	35000	35000
FTE-Count	1,000 - 2,499	9	43253	7435	38000	51760
	2,500 - 4,999	8	53304	2570	51000	56000
	5,000 - 9,999	5	64139	18598	45629	88000
	10,000 - 19,000	1	0	0	0	0
	20,000 - 30,000	1	90000	0	90000	90000
Source of	Public	20	59687	17722	35000	90000
Support	Private	17	62506	16444	40000	78475
Gender	Female	12	55024	13481	38000	89440
	Male	8	66569	20334	35000	90000
Total		37	59642	17065	35000	90000

Regional Salary Analysis for Directors of Career Planning & Placement by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	1	0	0	0	0
FTE-Count	1,000 - 2,499	9	41898	10143	26000	55000
	2,500 - 4,999	8	53568	8887	40000	67000
	5,000 - 9,999	5	98050	23971	51100	85000
	10,000 - 19,000	1	0	0	0	0
	20,000 - 30,000	1	72420	0	72420	72420
Source of	Public	20	55403	14877	40000	85000
Support	Private	17	4312	10369	26000	58042
Gender	Female	19	48951	13711	26000	74900
	Male	8	51317	14479	40000	85000
Ethnic	African-American	3	57647	17453	40000	74900
Background	Caucasian	23	48594	13578	26000	85000
Total		37	49652	13704	26000	85000

Regional Salary Analysis for Directors of Student Health by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	1	0	0	0	0
FTE-Count	1,000 - 2,499	9	41675	13886	16000	52000
	2,500 - 4,999	8	45748	7828	33000	56000
	5,000 - 9,999	5	68374	30709	30540	95000
	10,000 - 19,000	1	0	0	0	0
	20,000 - 30,000	1	100569	0	100569	100569
Source of	Public	20	57376	25148	30540	108200
Support	Private	17	40207	10873	16000	52000
Gender	Female	25	44662	15192	16000	100569
	Male	6	76755	29553	133000	108200
Ethnic	African-American	1	51925	0	51925	51925
Background	Asian	2	49000	1414	48000	50000
	Caucasian	27	51827	23945	16000	108200
	Other	1	35000	0	35000	35000
Total		37	51081	22452	16000	108200

Regional Salary Analysis for Directors of Student Unions by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	1	0	0	0	0
FTE-Count	1,000 - 2,499	9	40253	11985	32000	54000
	2,500 - 4,999	8	47769	16644	36000	59538
	5,000 - 9,999	5	71971	12742	60000	90000
	10,000 - 19,000	1	64600	0	64600	64600
	20,000 - 30,000	1	90097	0	90097	90097
Source of	Public	20	67047	19172	36000	90097
Support	Private	17	44759	11299	32000	64600
Gender	Female	8	48886	12342	32000	64600
	Male	11	60743	21519	34758	90097
Ethnic	African-American	4	76332	19514	54000	90097
Background	Caucasian	13	50333	17539	32000	90000
Total		37	56558	19265	32000	90097

Regional Salary Analysis for Directors of Security by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	1	0	0	0	0
FTE-Count	1,000 - 2,499	9	45273	10314	33000	65000
	2,500 - 4,999	8	56639	6939	50000	65920
	5,000 - 9,999	5	61857	13441	50350	85000
	10,000 - 19,000	1	0	0	0	0
	20,000 - 30,000	1	85760	0	85760	85760
Source of	Public	20	58086	21706	33000	110650
Support	Private	17	47645	9394	37000	65000
Gender	Female	2	43000	14142	33000	53000
	Male	23	54859	18569	34000	110650
Total		37	53910	18308	33000	110650

Regional Salary Analysis for Directors of Admissions by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	1	35000	0	35000	35000
FTE-Count	1,000 - 2,499	9	54803	14867	45000	71909
	2,500 - 4,999	8	57712	3757	55000	62000
	5,000 - 9,999	5	65101	9359	59000	75877
	10,000 - 19,000	1	0	0	0	0
	20,000 - 30,000	1	0	0	0	0
Source of	Public	20	61032	14757	35000	92540
Support	Private	17	68623	16377	47500	91381
Gender	Female	10	60520	12728	35000	75877
	Male	8	67365	18129	45000	92540
Ethnic	African-American	1	92540	0	92540	92540
Background	Latino/Hispanic	1	55000	0	55000	55000
	Caucasian	16	62287	14208	35000	91381
Total		37	63563	15276	35000	92540

Regional Salary Analysis for Registrars/Registration by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	1	34000	0	34000	34000
FTE-Count	1,000 - 2,499	9	41648	10816	34000	49296
	2,500 - 4,999	8	59287	4969	54000	69860
	5,000 - 9,999	5	56993	37697	30337	83648
	10,000 - 19,000	1	0	0	0	0
	20,000 - 30,000	1	0	0	0	0
Source of	Public	20	56004	22047	30337	107337
Support	Private	17	45298	13362	33894	60000
Gender	Female	9	43740	12317	30337	63860
	Male	6	69047	22179	49296	107337
Ethnic	Caucasian	14	59496	21395	30337	107337
Background	Other	1	59000	0	59000	59000
Total		37	53863	20665	30337	107337

Regional Salary Analysis for Directors of Housing by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	1	0	0	0	0
FTE-Count	1,000 - 2,499	9	39000	22170	5000	67000
	2,500 - 4,999	8	54615	5046	51000	62000
	5,000 - 9,999	5	69243	18632	47728	80000
	10,000 - 19,000	1	64000	0	64000	64000
	20,000 - 30,000	1	90035	0	90035	90035
Source of	Public	20	61850	20658	42000	103000
Support	Private	17	43497	19507	5000	67000
Gender	Female	9	45831	26740	5000	103000
	Male	15	57705	17233	28000	90035
Ethnic	African-American	1	43000	0	43000	43000
Background	Caucasian	23	53516	22182	5000	103000
Total		37	53059	21783	5000	103000

NASPA Research Division

NASPA Salary Survey
1999-2000

Region II Supplemental Report

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This regional supplement highlights salary data from Region II. These tables correspond with Tables 11-25 in the Comprehensive Report, which report similar data for the all NASPA Regions.

The following tables show salary analysis information for each student services position in the study with respect to institutional enrollment, source of support, gender, and ethnicity of the person holding the position. The tables represent only those respondents from this specific region. Due to low numbers in several categories, statistical analysis was not feasible.

Under the "Count" column in each table, the numbers indicted next to "Institutional Enrollment" and "Source of Support" are institutional numbers. This may be different than the number used to calculate mean salary if, for example, an institution does not have the position reported by a table but completed a survey. The numbers reported next to "Gender" and "Ethnicity" indicate that number of respondents in the position that indicated a specific gender or ethnicity.

Regional Salary Analysis for Senior Student Affairs Officers by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment FTE-Count	Under 1,000	4	63725	16256	52100	87000
	1,000 - 2,499	13	87950	29002	54000	159600
	2,500 - 4,999	9	94055	20418	72296	122271
	5,000 - 9,999	12	103465	13865	78000	128000
	10,000 - 19,000	5	132338	19872	101846	155000
	20,000 - 30,000	2	140000	7071	135000	145000
Source of Support	Public	28	100860	23062	54000	145000
	Private	37	89917	27281	52100	159600
Gender	Female	28	94018	28221	52100	159600
	Male	36	95552	24133	54000	145000
Ethnic Background	African-American	8	101232	32461	52100	143527
	Latino/Hispanic	1	75000	0	75000	75000
	American Indian	1	80000	0	80000	80000
	Caucasian	52	95178	25486	53000	159600
Total		65	94859	25849	52100	159600

Regional Salary Analysis for Associate Senior Student Affairs Officers by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	0	0	0	0
FTE-Count	1,000 - 2,499	13	48686	22746	19100	75252
	2,500 - 4,999	9	75998	0	75998	75998
	5,000 - 9,999	12	71792	10069	60000	81462
	10,000 - 19,000	5	87370	11523	77217	99894
	20,000 - 30,000	2	108000	0	108000	108000
Source of	Public	28	86544	16019	62000	108000
Support	Private	37	55350	21435	19100	79500
Gender	Female	6	55030	23378	19100	85000
	Male	11	78211	21850	38000	108000
Ethnic	African-American	2	83000	29698	62000	104000
Background	Latino/Hispanic	1	77217	0	77217	77217
	Caucasian	14	67663	25184	19100	108000
Total		65	70030	24486	19100	108000

Regional Salary Analysis for Assistant Senior Student Affairs Officers by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	32340	3309	30000	34680
FTE-Count	1,000 - 2,499	13	42199	20214	24400	60336
	2,500 - 4,999	9	56375	5127	52750	60000
	5,000 - 9,999	12	57367	23147	35000	90000
	10,000 - 19,000	5	71300	1838	70000	72600
	20,000 - 30,000	2	93176	20965	78351	108000
Source of	Public	28	68741	22356	35000	108000
Support	Private	37	46316	20834	24400	90000
Gender	Female	12	40807	16077	24400	72600
	Male	10	74801	17750	52750	108000
Ethnic	African-American	3	51227	14339	34680	60000
Background	Caucasian	19	57956	25374	24400	108000
Total		65	56995	23951	24400	108000

Regional Salary Analysis for Deans of Students by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	0	0	0	0
FTE-Count	1,000 - 2,499	13	74052	0	74052	74052
	2,500 - 4,999	9	69364	25029	46500	117416
	5,000 - 9,999	12	75853	20494	48099	69570
	10,000 - 19,000	5	69319	23789	37732	90000
	20,000 - 30,000	2	87500	10607	80000	95000
Source of	Public	28	74311	26463	33854	117416
Support	Private	37	68501	15838	46500	92000
Gender	Female	8	83634	21556	50000	117416
	Male	20	67096	21374	33854	101987
Ethnic	African-American	4	58729	17289	37732	80000
	Latino/Hispanic	2	87544	3474	85087	90000
Background	Caucasian	22	72772	23286	33854	117416
Total		65	71821	22357	33854	117416

Regional Salary Analysis for Associate Deans of Students by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	77000	0	77000	77000
FTE-Count	1,000 - 2,499	13	53567	11982	40000	62700
	2,500 - 4,999	9	63179	10817	53000	74537
	5,000 - 9,999	12	53488	14084	43000	72850
	10,000 - 19,000	5	54673	6609	50000	59346
	20,000 - 30,000	2	45500	0	45500	45500
Source of	Public	28	58389	13283	43100	74537
Support	Private	37	53400	10229	40000	77000
Gender	Female	11	52555	7928	40000	63700
	Male	9	58198	14270	43000	77000
Ethnic	African-American	5	55888	14706	40000	72850
Background	Asian	1	74537	0	74537	74537
	American Indian	1	55000	0	55000	55000
	Caucasian	13	53171	9812	43000	77000
Total		65	55063	11201	40000	77000

Regional Salary Analysis for Assistant Deans of Students by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	37000	0	37000	37000
FTE-Count	1,000 - 2,499	13	35917	5731	28000	42000
	2,500 - 4,999	9	42367	10964	31100	53000
	5,000 - 9,999	12	59084	14906	43119	83387
	10,000 - 19,000	5	36000	0	36000	36000
	20,000 - 30,000	2	44478	0	44478	44478
Source of	Public	28	53283	16966	30000	83387
Support	Private	37	42373	9541	28000	65000
Gender	Female	16	46463	13868	28000	83387
	Male	8	44763	12275	30000	65000
Ethnic	African-American	3	56462	24345	36000	83387
Background	Caucasian	21	44168	10521	28000	65000
Total		65	45845	13038	28000	83387

Regional Salary Analysis for Directors of Counseling Services by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	32493	4939	29000	35985
FTE-Count	1,000 - 2,499	13	42281	23138	2900	86196
	2,500 - 4,999	9	54756	13051	35000	80648
	5,000 - 9,999	12	68433	14848	45513	100800
	10,000 - 19,000	5	65728	10024	50208	77657
	20,000 - 30,000	2	74013	19817	60000	88026
Source of	Public	28	64518	21397	11500	125000
Support	Private	37	49139	18454	2900	86196
Gender	Female	34	48172	19231	2900	88026
	Male	25	67129	18857	40000	125000
Ethnic	African-American	3	73675	12911	63000	88026
Background	Latino/Hispanic	2	66269	3209	64000	68538
	Asian	1	2900	0	2900	2900
	Caucasian	52	55986	20492	11500	125000
Total		65	56154	21132	2900	125000

Regional Salary Analysis for Directors of Financial Aid by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment FTE-Count	Under 1,000	4	46500	4950	43000	50000
	1,000 - 2,499	13	49432	11955	35000	68786
	2,500 - 4,999	9	62829	14143	51544	86973
	5,000 - 9,999	12	663463	9310	54750	79500
	10,000 - 19,000	5	77985	13592	60000	92021
	20,000 - 30,000	2	0	0	0	0
Source of Support	Public	28	61941	14696	40117	92021
	Private	37	49080	13644	34265	76358
Gender	Female	19	55165	15784	34265	92021
	Male	16	58475	15411	35000	86973
Ethnic Background	African-American	1	70000	0	70000	70000
	Latino/Hispanic	1	92021	0	92021	92021
	Caucasian	32	55100	14512	34265	86973
	Other	1	55000	0	55000	55000
Total		65	56717	15448	34265	92021

Regional Salary Analysis for Directors of Career Planning & Placement by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment FTE-Count	Under 1,000	4	37250	15203	26500	53184
	1,000 - 2,499	13	46461	8720	39382	71350
	2,500 - 4,999	9	55232	18714	35800	91500
	5,000 - 9,999	12	57437	5706	46042	85000
	10,000 - 19,000	5	68513	10204	54988	5157
	20,000 - 30,000	2	66194	8760	60000	140000
Source of Support	Public	28	59405	12262	42880	95940
	Private	37	46773	12544	26500	140000
Gender	Female	27	48512	1398	26500	140000
	Male	22	57707	12309	38000	95157
Ethnic Background	African-American	2	55351	14777	44902	79600
	Caucasian	47	52499	14034	26500	
Total		65	52826	13834	26500	140000

Regional Salary Analysis for Directors of Student Health by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment FTE-Count	Under 1,000	4	19631	7594	14261	25000
	1,000 - 2,499	13	51536	32142	26000	121452
	2,500 - 4,999	9	52957	30171	25000	119000
	5,000 - 9,999	12	64337	18514	44200	106000
	10,000 - 19,000	5	76680	33882	51000	124784
	20,000 - 30,000	2	96679	43375	66008	127350
Source of Support	Public	28	65125	27485	34161	127350
	Private	37	48763	28784	14261	121452
Gender	Female	43	50353	25679	14261	127350
	Male	5	64287	28784	52436	119000
Ethnic Background	African-American	4	55503	25433	25000	77000
	American Indian	1	0	0	0	0
	Caucasian	41	56742	31761	14261	127350
Total		65	55672	29051	14261	127350

Regional Salary Analysis for Directors of Student Unions by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment FTE-Count	Under 1,000	4	27753	4343	25000	32759
	1,000 - 2,499	13	37049	7586	26000	47131
	2,500 - 4,999	9	43874	13216	32000	68257
	5,000 - 9,999	12	61397	12644	36500	83387
	10,000 - 19,000	5	65521	10324	52991	78000
	20,000 - 30,000	2	68631	34157	44478	92783
Source of Support	Public	28	60520	14972	33000	92783
	Private	37	39232	12738	25000	66000
Gender	Female	15	46322	17842	25000	83387
	Male	23	53120	17102	26000	92783
Ethnic Background	African-American	4	55312	20997	32500	83387
	American Indian	1	33000	0	33000	33000
	Caucasian	33	50374	17311	25000	92783
Total		65	50436	17484	25000	92783

Regional Salary Analysis for Directors of Security by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	0	0	0	0
FTE-Count	1,000 - 2,499	13	42035	6665	33000	54988
	2,500 - 4,999	9	48544	15387	26523	62700
	5,000 - 9,999	12	64060	5912	55200	73000
	10,000 - 19,000	5	72323	13181	60000	91000
	20,000 - 30,000	2	890000	12728	80000	98000
Source of	Public	28	61451	19269	26523	98000
Support	Private	37	45328	11328	28000	69551
Gender	Female	4	42131	14804	26523	58000
	Male	36	54582	17501	28000	98000
Ethnic	African-American	2	45162	26359	26523	63800
Background	Caucasian	37	54226	17233	283000	98000
Total		65	53159	17485	26523	98000

Regional Salary Analysis for Directors of Admissions by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	42750	0	43750	43750
FTE-Count	1,000 - 2,499	13	66866	17584	45000	102000
	2,500 - 4,999	9	74982	25255	55620	118164
	5,000 - 9,999	12	70398	13911	53027	86400
	10,000 - 19,000	5	84954	6458	80000	94062
	20,000 - 30,000	2	99109	0	99109	99109
Source of	Public	28	71724	18225	50108	118164
Support	Private	37	65575	16707	40856	102000
Gender	Female	14	67184	22546	40856	118164
	Male	23	70905	13716	43750	102000
Ethnic	African-American	4	66123	10170	58016	80755
Background	Latino/Hispanic	1	60000	0	60000	60000
	American Indian	1	51600	0	51600	51600
	Caucasian	30	70868	19095	40856	118164
Total		65	69373	17664	40856	118164

Regional Salary Analysis for Registrars/Registration by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	0	0	0	0
FTE-Count	1,000 - 2,499	13	43882	159997	30500	70570
	2,500 - 4,999	9	71824	10880	59292	86133
	5,000 - 9,999	12	62707	19586	45000	87600
	10,000 - 19,000	5	79306	12459	68744	93047
	20,000 - 30,000	2	103707	0	103707	103707
Source of	Public	28	69017	19093	37000	103707
Support	Private	37	51582	16825	30500	76127
Gender	Female	13	56148	19906	30500	86133
	Male	14	68810	18483	46340	103707
Ethnic Background	Caucasian	27	62479	19867	30500	103707
Total		65	62479	19867	30500	103707

Regional Salary Analysis for Directors of Housing by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	30348	491	3000	30695
FTE-Count	1,000 - 2,499	13	37630	9675	26200	62000
	2,500 - 4,999	9	51266	10307	36100	63500
	5,000 - 9,999	12	62655	8454	47500	75000
	10,000 - 19,000	5	77525	11529	63740	91000
	20,000 - 30,000	2	81447	443	81133	81760
Source of	Public	28	60595	15019	28000	91000
Support	Private	37	44123	16012	21735	81760
Gender	Female	27	50255	17224	21735	91000
	Male	25	51238	18110	24000	81360
Ethnic	African-American	3	69809	12190	57067	81360
Background	Latino/Hispanic	2	48504	10612	41000	56007
	Caucasian	46	50085	17410	21735	91000
Total		65	50775	17489	21735	91000

NASPA Research Division

NASPA Salary Survey 1999-2000

Region III Supplemental Report

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This regional supplement highlights salary data from Region III. These tables correspond with Tables 11-25 in the Comprehensive Report, which report similar data for the all NASPA Regions.

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Under the "Count" column in each table, the numbers indicted next to "Institutional Enrollment" and "Source of Support" are institutional numbers. This may be different than the number used to calculate mean salary if, for example, an institution does not have the position reported by a table but completed a survey. The numbers reported next to "Gender" and "Ethnicity" indicate that number of respondents in the position that indicated a specific gender or ethnicity.

Regional Salary Analysis for Senior Student Affairs Officers by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment FTE-Count	Under 1,000	6	64848	24016	45000	104400
	1,000 - 2,499	15	74681	14962	53500	105000
	2,500 - 4,999	17	92113	14024	73152	118200
	5,000 - 9,999	13	95771	13138	77000	127000
	10,000 - 19,000	10	105884	15885	79200	130000
	20,000 - 30,000	7	129714	15337	117000	160000
	Over 30,000	5	136395	22508	104000	160000
Source of Support	Public	66	102122	22630	56000	160000
	Private	28	79654	24736	42000	137000
Gender	Female	34	92150	22905	45000	137000
	Male	61	97799	26159	42000	160000
Ethnic Background	African-American	11	102195	30101	61000	160000
	Latino/Hispanic	3	111787	10220	104000	123360
	Caucasian	81	94279	24588	42000	160000
Total		95	95813	25081	42000	160000

Regional Salary Analysis for Associate Senior Student Affairs Officers by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment FTE-Count	Under 1,000	6	36000	0	36000	36000
	1,000 - 2,499	15	57250	13451	42000	70000
	2,500 - 4,999	17	71888	18925	60138	93719
	5,000 - 9,999	13	71296	10238	54856	85000
	10,000 - 19,000	10	86358	10554	75166	100007
	20,000 - 30,000	7	91970	16603	75439	113478
	Over 30,000	5	95312	14846	80000	120000
Source of Support	Public	66	79781	19945	42000	120000
	Private	28	61167	20663	50000	85000
Gender	Female	22	78009	22076	36000	120000
	Male	16	74282	19065	42000	113478
Ethnic Background	African-American	7	74079	21716	50000	100007
	Caucasian	31	76966	20854	36000	120000
Total		95	76498	20714	36000	120000

Regional Salary Analysis for Assistant Senior Student Affairs Officers by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	6	0	0	0	0
FTE-Count	1,000 - 2,499	15	49500	23335	33000	66000
	2,500 - 4,999	17	53988	26311	29000	90912
	5,000 - 9,999	13	42940	18819	19000	67520
	10,000 - 19,000	10	68196	12157	47835	82992
	20,000 - 30,000	7	79500	15695	62000	100000
	Over 30,000	5	70304	20453	47911	88000
Source of Support	Public	66	59608	21209	19000	100000
	Private	28	40200	7362	28000	48000
Gender	Female	22	48616	22512	19000	100000
	Male	16	66175	14228	42280	90912
Ethnic Background	African-American	6	62142	27277	19000	90912
	Latino/Hispanic	2	49640	10409	28000	100000
	Caucasian	29	56958	20400	42280	57000
Total		95	57158	20692	19000	100000

Regional Salary Analysis for Deans of Students by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total	Under 1,000	6	40000	0	40000	40000
Enrollment	1,000 - 2,499	15	47525	3822	43000	51300
FTE-Count	2,500 - 4,999	17	50941	12058	29000	68000
	5,000 - 9,999	13	58559	14591	45630	85000
	10,000 - 19,000	10	71199	6084	63776	82500
	20,000 - 30,000	7	65729	11753	52100	80815
	Over 30,000	5	82840	6583	75000	89492
Source of	Public	66	63108	16091	29000	104578
Support	Private	28	59999	23047	40000	100000
Gender	Female	20	57379	19129	29000	104578
	Male	25	66543	14636	40000	100000
Ethnic	African-American	7	64269	12955	45800	82500
Background	Caucasian	38	62139	18004	29000	104578
Total		95	62635	17051	29000	104578

Regional Salary Analysis for Associate Deans of Students by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total	Under 1,000	6	50000	0	50000	50000
Enrollment	1,000 - 2,499	15	47700	20789	33000	62400
FTE-Count	2,500 - 4,999	17	47022	14948	33230	66000
	5,000 - 9,999	13	46831	4559	43385	52000
	10,000 - 19,000	10	48870	7160	43459	61000
	20,000 - 30,000	7	54208	20788	37000	88000
	Over 30,000	5	70668	23789	48325	95678
Source of	Public	66	54719	16585	33230	95678
Support	Private	28	51157	12033	33000	70000
Gender	Female	15	52661	16661	33000	88000
	Male	14	54888	14321	37132	95678
Ethnic	African-American	4	57865	9933	43385	66000
Background	Latino/Hispanic	2	46369	2767	44412	48325
	Caucasian	22	54060	16940	33000	95678
	Other	1	44840	0	44840	44840
Total		95	53736	15339	33000	95678

Regional Salary Analysis for Assistant Deans of Students by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total	Under 1,000	6	38500	9192	32000	45000
Enrollment	1,000 - 2,499	15	35833	3819	32500	40000
FTE-Count	2,500 - 4,999	17	35859	8521	26573	48759
	5,000 - 9,999	13	37701	5654	31000	46128
	10,000 - 19,000	10	38497	8584	27982	50501
	20,000 - 30,000	7	42500	10153	33000	53200
	Over 30,000	5	42835	7522	35000	50000
Source of	Public	66	38227	7701	26573	53200
Support	Private	28	39132	6139	32000	48759
Gender	Female	16	37368	6981	26573	50501
	Male	17	39281	7509	28600	53200
Ethnic	African-American	9	35301	6171	27982	46128
Background	Latino/Hispanic	1	37662	0	37662	37662
	Caucasian	22	39714	7669	26573	53200
	Other	1	37000	0	37000	37000
Total		95	38324	7197	26573	53200

Regional Salary Analysis for Directors of Counseling Services by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total	Under 1,000	6	36667	11719	28000	50000
Enrollment	1,000 - 2,499	15	41499	12028	23000	58000
FTE-Count	2,500 - 4,999	17	52139	12394	33360	75950
	5,000 - 9,999	13	56803	17037	43500	100000
	10,000 - 19,000	10	60298	14262	42608	89500
	20,000 - 30,000	7	71659	6474	61365	82481
	Over 30,000	5	77949	14766	65000	95816
Source of	Public	66	56772	14624	26000	95816
Support	Private	28	45926	19376	23000	100000
Gender	Female	43	51546	15059	23000	84296
	Male	33	57781	17237	32000	100000
Ethnic	African-American	8	51546	12351	30000	68000
Background	Latino/Hispanic	1	33360	0	33360	33360
	Caucasian	66	54545	16418	23000	100000
Total		95	54289	16243	23000	100000

Regional Salary Analysis for Directors of Financial Aid by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total	Under 1,000	6	33953	1774	32860	36000
Enrollment	1,000 - 2,499	15	50228	11077	35000	71000
FTE-Count	2,500 - 4,999	17	55993	6541	44700	65500
	5,000 - 9,999	13	50931	8158	42000	70000
	10,000 - 19,000	10	63642	10640	48802	81882
	20,000 - 30,000	7	75036	10119	61475	90000
	Over 30,000	5	81265	8446	69000	92000
Source of	Public	66	59058	14135	32469	92000
Support	Private	28	46407	14912	32860	71000
Gender	Female	38	51288	14020	32469	85324
	Male	23	65788	11703	48400	92000
Ethnic	African-American	7	53058	13678	32469	75000
Background	Latino/Hispanic	2	47969	1179	47135	48802
	American Indian	1	74990	0	74990	74990
	Caucasian	51	57079	15232	32860	92000
Total		95	56605	14889	32469	92000

Regional Salary Analysis for Directors of Career Planning & Placement by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total	Under 1,000	6	31900	11115	22000	51000
Enrollment	1,000 - 2,499	15	36001	9840	26489	58500
FTE-Count	2,500 - 4,999	17	44968	8966	33000	64384
	5,000 - 9,999	13	47170	8713	34370	60000
	10,000 - 19,000	10	51885	9458	41000	72000
	20,000 - 30,000	7	70632	12414	49760	87470
	Over 30,000	5	75089	7153	70000	83268
Source of	Public	66	50581	15431	28788	87470
Support	Private	28	38889	12219	19000	63000
Gender	Female	42	40582	11176	19000	72000
	Male	34	54780	16346	22000	87470
Ethnic	African-American	7	38322	10344	26489	52576
Background	Latino/Hispanic	3	53594	8178	45000	61281
	American Indian	1	42793	0	42793	42793
	Caucasian	64	47991	16099	19000	87470
Total		95	47105	15436	19000	87470

Regional Salary Analysis for Directors of Student Health by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total	Under 1,000	6	28720	9843	12600	38000
Enrollment	1,000 - 2,499	15	39548	18610	26000	84500
FTE-Count	2,500 - 4,999	17	55634	24385	35000	113000
	5,000 - 9,999	13	62668	27441	35000	115000
	10,000 - 19,000	10	71914	20751	45263	101877
	20,000 - 30,000	7	88359	39888	65976	169179
	Over 30,000	5	94046	20689	73000	115345
Source of	Public	66	69944	30826	30600	169179
Support	Private	28	41824	22452	12600	115000
Gender	Female	52	54588	30650	12600	169179
	Male	16	79037	25284	35000	119758
Ethnic	African-American	6	63416	24449	33900	93730
Background	Latino/Hispanic	2	55924	7462	50647	61200
	Caucasian	60	59952	32364	12600	169179
Total		95	60145	31095	12600	169179

Regional Salary Analysis for Directors of Student Unions by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total	Under 1,000	6	26500	2121	25000	28000
Enrollment	1,000 - 2,499	15	34453	6462	25000	52500
FTE-Count	2,500 - 4,999	17	46918	8810	33000	58440
	5,000 - 9,999	13	43715	8961	22000	54345
	10,000 - 19,000	10	53775	10465	36000	70300
	20,000 - 30,000	7	66468	8168	56680	76000
	Over 30,000	5	67845	19744	41000	87380
Source of	Public	66	51715	15901	22000	87380
Support	Private	28	39740	12233	25000	74000
Gender	Female	22	41565	12291	22000	67000
	Male	39	52928	16364	23100	87380
Ethnic	African-American	6	38785	10480	23100	50108
Background	Latino/Hispanic	3	51076	11438	42000	63923
	Caucasian	50	50176	16127	22000	87380
Total		95	48618	15844	22000	87380

Regional Salary Analysis for Directors of Security by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total	Under 1,000	6	32450	1792	30800	35000
Enrollment	1,000 - 2,499	15	35938	9065	28000	55000
FTE-Count	2,500 - 4,999	17	43992	9000	35574	65409
	5,000 - 9,999	13	47132	17413	6500	61000
	10,000 - 19,000	10	59162	8598	40963	66800
	20,000 - 30,000	7	76320	9818	65500	84660
	Over 30,000	5	79221	5969	75000	83442
Source of	Public	66	50769	16700	6500	84660
Support	Private	28	36873	11206	14000	61000
Gender	Female	1	32000	0	32000	32000
	Male	55	46854	16487	6500	84660
Ethnic	African-American	5	40340	3417	37000	43558
Background	Latino/Hispanic	1	48801	0	48801	48801
	American Indian	1	65500	0	65500	65500
	Caucasian	48	46823	17298	6500	84660
Total		95	46574	16455	6500	84660

Regional Salary Analysis for Directors of Admissions by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total	Under 1,000	6	36355	7741	30066	45000
Enrollment	1,000 - 2,499	15	57931	29128	32500	126500
FTE-Count	2,500 - 4,999	17	55742	10425	39062	77112
	5,000 - 9,999	13	57586	14728	34000	85000
	10,000 - 19,000	10	59896	10952	46800	81000
	20,000 - 30,000	7	76158	17339	56742	97890
	Over 30,000	5	70909	14072	55000	81726
Source of	Public	66	56774	13968	32500	97890
Support	Private	28	61097	29703	30066	126500
Gender	Female	29	55366	14799	32500	97890
	Male	28	59498	19280	30066	126500
Ethnic	African-American	4	48201	6984	40144	56742
Background	Latino/Hispanic	2	56211	6491	51621	60800
	Caucasian	51	58193	17825	30066	126500
Total		95	57395	17112	30066	126500

Regional Salary Analysis for Registrars/Registration by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment FTE-Count	Under 1,000	6	32000	4243	29000	35000
	1,000 - 2,499	15	46575	9230	35562	64000
	2,500 - 4,999	17	62219	13417	45773	85530
	5,000 - 9,999	13	57747	10911	34000	70000
	10,000 - 19,000	10	62062	9342	51603	75188
	20,000 - 30,000	7	82255	14258	66535	100000
	Over 30,000	5	79769	12836	70000	94306
Source of Support	Public	66	61154	16121	34000	100000
	Private	28	48571	16964	29000	72125
Gender	Female	26	55991	19107	29000	100000
	Male	25	61098	12120	34000	86000
Ethnic Background	African-American	2	61500	19092	48000	75000
	Latino/Hispanic	2	51093	721	50583	51603
	Caucasian	47	58802	16339	29000	100000
Total		95	58597	15970	29000	100000

Regional Salary Analysis for Directors of Housing by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment FTE-Count	Under 1,000	6	26500	6364	22000	31000
	1,000 - 2,499	15	33588	8780	25000	50000
	2,500 - 4,999	17	46197	12174	33939	86165
	5,000 - 9,999	13	49133	13329	30000	77000
	10,000 - 19,000	10	56353	11751	39000	74025
	20,000 - 30,000	7	78728	14068	68526	105903
	Over 30,000	5	84658	13950	65000	96632
Source of Support	Public	66	56148	18226	28000	105903
	Private	28	38353	17691	20000	93000
Gender	Female	35	44911	16229	20000	86165
	Male	38	56758	21046	25000	105903
Ethnic Background	African-American	6	45803	10745	30000	63064
	Latino/Hispanic	4	56038	25816	31000	86165
	Caucasian	64	51028	20161	20000	105903
Total		95	50873	19734	20000	105903

NASPA Research Division

NASPA Salary Survey
1999-2000

Region IV East
Supplemental Report

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This regional supplement highlights salary data from Region IV East. These tables correspond with Tables 11-25 in the Comprehensive Report, which report similar data for the all NASPA Regions.

The following tables show salary analysis information for each student services position in the study with respect to institutional enrollment, source of support, gender, and ethnicity of the person holding the position. The tables represent only those respondents from this specific region. Due to low numbers in several categories, statistical analysis was not feasible.

Under the "Count" column in each table, the numbers indicted next to "Institutional Enrollment" and "Source of Support" are institutional numbers. This may be different than the number used to calculate mean salary if, for example, an institution does not have the position reported by a table but completed a survey. The numbers reported next to "Gender" and "Ethnicity" indicate that number of respondents in the position that indicated a specific gender or ethnicity.

Regional Salary Analysis for Senior Student Affairs Officers by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	65833	16186	51432	86900
	1,000 - 2,499	18	81693	22406	48000	143000
FTE-Count	2,500 - 4,999	10	92870	33143	69156	182000
	5,000 - 9,999	9	101440	16011	78375	132000
	10,000 - 19,000	13	121854	23559	100890	175000
	20,000 - 30,000	5	134717	20666	108500	160041
	Over 30,000	2	139750	19445	126000	153500
Source of	Public	42	105192	26083	65564	182000
Support	Private	41	84775	29767	48000	175000
Gender	Female	33	89565	28035	50000	175000
	Male	50	98016	30361	48000	182000
Ethnic	African American	12	119949	37456	55000	182000
Background	Caucasian	71	90273	25918	48000	175000
Total		84	94615	29566	48000	182000

Regional Salary Analysis for Associate Senior Student Affairs Officers by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	0	0	0	0
	1,000 - 2,499	18	63732	20614	40000	77195
FTE-Count	2,500 - 4,999	10	73745	0	73745	73745
	5,000 - 9,999	9	79850	3147	77625	82075
	10,000 - 19,000	13	84296	10798	68459	102440
	20,000 - 30,000	5	86564	7667	79849	93268
	Over 30,000	2	0	0	0	0
Source of	Public	42	84964	9153	68459	102440
Support	Private	41	68025	17317	40000	92605
Gender	Female	8	70789	16273	40000	92605
	Male	15	82361	13384	45000	102440
Ethnic	African-American	4	82896	8382	73178	93268
Background	Caucasian	19	77376	16242	40000	102440
Total		84	78336	15166	40000	102440

Regional Salary Analysis for Assistant Senior Student Affairs Officers by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	0	0	0	0
FTE-Count	1,000 - 2,499	18	33298	10242	21000	52000
	2,500 - 4,999	10	64498	33743	45000	115000
	5,000 - 9,999	9	48248	19720	27900	73700
	10,000 - 19,000	13	50001	10207	38075	65353
	20,000 - 30,000	5	58850	19688	35996	88030
	Over 30,000	2	57500	0	57500	57500
Source of	Public	42	58430	21106	27900	115000
Support	Private	41	41526	12979	21000	73700
Gender	Female	25	45330	15570	21000	88030
	Male	7	68993	21917	47490	115000
Ethnic	African-American	3	75694	11469	65353	88030
Background	Latino/Hispanic	1	38075	0	38075	38075
	Caucasian	28	48251	18558	21000	115000
Total		84	50506	19479	21000	115000

Regional Salary Analysis for Deans of Students by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	0	0	0	0
FTE-Count	1,000 - 2,499	18	71250	22981	55000	87500
	2,500 - 4,999	10	0	0	0	0
	5,000 - 9,999	9	70878	10225	60000	84000
	10,000 - 19,000	13	80183	18840	46472	100877
	20,000 - 30,000	5	83935	8447	72800	93290
	Over 30,000	2	97534	7613	92150	102917
Source of	Public	42	77369	15890	43300	102917
Support	Private	41	68150	22849	39500	100877
Gender	Female	9	73368	18236	43300	102917
	Male	17	76233	17838	39500	100877
Ethnic	African-American	4	75563	15885	55000	39290
Background	Latino/Hispanic	1	85528	0	85528	85528
	Caucasian	21	74690	18615	39500	102917
Total		84	75241	17664	39500	102917

Regional Salary Analysis for Associate Deans of Students by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	46100	0	46100	46100
FTE-Count	1,000 - 2,499	18	43974	12020	21000	60300
	2,500 - 4,999	10	48300	9564	38000	56900
	5,000 - 9,999	9	52345	12092	43679	73079
	10,000 - 19,000	13	56641	16393	44125	80000
	20,000 - 30,000	5	59264	12189	48500	72500
	Over 30,000	2	73894	22942	57650	90138
Source of	Public	42	56413	16317	38000	90138
Support	Private	41	42686	12633	16500	60300
Gender	Female	12	48584	10585	36000	73079
	Male	21	48434	17985	16500	90138
Ethnic	African-American	3	42613	1421	41000	43679
Background	American Indian	1	36000	0	36000	36000
	Caucasian	28	49867	16457	16500	90138
	Other	1	40000	0	40000	40000
Total		84	48488	15514	16500	90138

Regional Salary Analysis for Assistant Deans of Students by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment FTE-Count	Under 1,000	4	35000	0	35000	35000
	1,000 - 2,499	18	36709	6555	30000	47180
	2,500 - 4,999	10	0	0	0	0
	5,000 - 9,999	9	40736	8151	29000	48661
	10,000 - 19,000	13	52549	5834	46472	60000
	20,000 - 30,000	5	48189	16628	35000	72500
	Over 30,000	2	49750	12799	40700	58800
Source of Support	Public	42	46529	10701	29000	72500
	Private	41	37480	7848	26500	55000
Gender	Female	24	42549	9882	26500	60000
	Male	8	42333	13237	30000	72500
Ethnic Background	African-American	5	50551	15338	35000	72500
	Latino/Hispanic	3	39758	7650	33141	48134
	Asian	1	46472	0	46472	46472
	American Indian	1	55000	0	55000	55000
	Caucasian	22	40180	9180	26500	58800
Total		84	42493	10607	26500	72500

Regional Salary Analysis for Directors of Counseling Services by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment FTE-Count	Under 1,000	4	39571	3111	35000	41906
	1,000 - 2,499	18	38930	13512	17693	66575
	2,500 - 4,999	10	53937	9954	40000	72500
	5,000 - 9,999	9	57528	8715	43952	73800
	10,000 - 19,000	13	70520	11103	55128	92351
	20,000 - 30,000	5	80663	12912	60000	93179
	Over 30,000	2	82950	13505	73400	92499
Source of Support	Public	42	63375	15531	29810	93179
	Private	41	46457	15505	17693	87712
Gender	Female	42	50315	17882	17693	92351
	Male	31	59640	16543	28000	93179
Ethnic Background	African-American	7	55087	17041	40000	86410
	Latino/Hispanic	1	48000	0	48000	48000
	Caucasian	64	54492	18217	17693	93179
Total		84	54275	17823	17693	93179

Regional Salary Analysis for Directors of Financial Aid by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	43890	4245	41000	48764
FTE-Count	1,000 - 2,499	18	45969	12781	23900	70671
	2,500 - 4,999	10	57869	6490	50000	66000
	5,000 - 9,999	9	57262	4090	50490	62915
	10,000 - 19,000	13	76562	6964	66620	85490
	20,000 - 30,000	5	79828	5021	72800	86087
	Over 30,000	2	83966	5706	79931	88000
Source of	Public	42	67066	12930	43300	88000
Support	Private	41	46002	11478	23900	70671
Gender	Female	30	57937	16355	23900	88000
	Male	21	65959	13598	41000	86087
Ethnic	African-American	3	63520	19860	43300	83000
Background	Latino/Hispanic	3	58033	24050	34000	82100
	Caucasian	45	61085	15308	23900	88000
Total		84	61048	15701	23900	88000

Regional Salary Analysis for Directors of Career Planning & Placement by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	33452	828	32500	34000
FTE-Count	1,000 - 2,499	18	40580	13301	24000	71350
	2,500 - 4,999	10	45792	4761	36000	51703
	5,000 - 9,999	9	51601	7462	42000	59500
	10,000 - 19,000	13	68426	13469	48000	68157
	20,000 - 30,000	5	67524	8404	56844	79600
	Over 30,000	2	66650	9405	60000	73300
Source of	Public	42	56032	12389	30000	79600
Support	Private	41	43385	15508	26000	95157
Gender	Female	39	48335	15685	24000	79600
	Male	32	51787	15069	31000	95157
Ethnic	African-American	2	69165	14757	58730	79600
Background	Latino/Hispanic	4	52150	9167	43000	64400
	American Indian	1	47390	0	47390	47390
	Caucasian	64	49158	15600	24000	95157
Total		84	49886	15396	24000	95157

Regional Salary Analysis for Directors of Student Health by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment FTE-Count	Under 1,000	4	22622	9886	13667	33870
	1,000 - 2,499	18	30544	13289	7500	66575
	2,500 - 4,999	10	57968	34682	24300	125000
	5,000 - 9,999	9	68949	25632	44668	107895
	10,000 - 19,000	13	71694	31619	7447	115472
	20,000 - 30,000	5	83167	23240	69500	110000
	Over 30,000	2	130777	22311	115000	146553
Source of Support	Public	42	74971	33628	7447	146553
	Private	41	40547	25078	7500	115472
Gender	Female	42	40752	20333	7500	113000
	Male	18	89228	33711	7447	146553
Ethnic Background	African-American	2	74166	10735	66575	81756
	Caucasian	58	54037	33454	7447	146553
Total		84	5058	33223	7447	146553

Regional Salary Analysis for Directors of Student Unions by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment FTE-Count	Under 1,000	4	25980	2857	23960	28000
	1,000 - 2,499	18	33055	7111	20335	40000
	2,500 - 4,999	10	48744	13179	27130	65000
	5,000 - 9,999	9	47601	19995	6700	67793
	10,000 - 19,000	13	68385	13219	53564	97807
	20,000 - 30,000	5	81575	12573	63286	92013
	Over 30,000	2	99483	3511	97000	101966
Source of Support	Public	42	63192	17480	31717	101966
	Private	41	35000	18858	4000	97807
Gender	Female	25	41776	20964	4000	92013
	Male	27	60743	21117	23960	101966
Ethnic Background	African-American	3	63065	3104	59484	65000
	Latino/Hispanic	1	28000	0	28000	28000
	Caucasian	46	50811	22470	4000	97807
Total		84	51490	22729	4000	101966

Regional Salary Analysis for Directors of Security by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	0	0	0	0
FTE-Count	1,000 - 2,499	18	36265	8082	25000	48428
	2,500 - 4,999	10	46923	6623	36000	55000
	5,000 - 9,999	9	55670	8855	41541	68345
	10,000 - 19,000	13	68565	7253	60000	76623
	20,000 - 30,000	5	83528	10029	72000	90250
	Over 30,000	2	83519	4977	80000	87038
Source of Support	Public	42	63251	15528	36691	90250
	Private	41	40056	12445	25000	76350
Gender	Female	9	54613	20784	25000	87038
	Male	43	53441	17943	28000	90250
Ethnic Background	African-American	6	62884	16618	41159	85608
	Caucasian	45	52475	18521	25000	90250
Total		84	53671	18292	25000	90250

Regional Salary Analysis for Directors of Admissions by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	41049	1671	39867	42230
FTE-Count	1,000 - 2,499	18	64146	28722	27700	109200
	2,500 - 4,999	10	74111	18452	55000	102000
	5,000 - 9,999	9	60089	3299	54355	63639
	10,000 - 19,000	13	77412	16154	60404	103500
	20,000 - 30,000	5	76357	10092	66625	93500
	Over 30,000	2	85600	13576	76000	95200
Source of Support	Public	42	68754	14509	46000	103500
	Private	41	64510	30856	27700	109200
Gender	Female	18	59167	19199	27700	109200
	Male	34	72021	18895	36000	103500
Ethnic Background	African-American	2	79346	17990	66625	92067
	Latino/Hispanic	1	74200	0	74200	74200
	Caucasian	49	67014	20064	27700	109200
Total		84	67651	19783	27700	109200

Regional Salary Analysis for Registrars/Registration by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment FTE-Count	Under 1,000	4	42097	0	42097	42097
	1,000 - 2,499	18	53324	15320	37400	80379
	2,500 - 4,999	10	57325	7999	48000	64900
	5,000 - 9,999	9	64389	6840	55000	74142
	10,000 - 19,000	13	71044	7949	61055	83170
	20,000 - 30,000	5	78848	5827	73092	85822
	Over 30,000	2	91275	1803	90000	82550
Source of Support	Public	42	69475	12755	48000	92550
	Private	41	52262	15696	37400	80379
Gender	Female	24	61076	16775	37400	92550
	Male	17	71892	9824	59800	90000
Ethnic Background	Caucasian	39	65768	15467	37400	92550
Total		84	65754	15035	37400	92550

Regional Salary Analysis for Directors of Housing by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment FTE-Count	Under 1,000	4	29335	5985	23500	34967
	1,000 - 2,499	18	34904	9030	20500	55459
	2,500 - 4,999	10	59426	31728	37600	135000
	5,000 - 9,999	9	66340	4458	59000	73000
	10,000 - 19,000	13	67901	9050	51942	82700
	20,000 - 30,000	5	82674	15058	65975	106838
	Over 30,000	2	73650	14213	63600	83700
Source of Support	Public	42	71156	17947	40000	135000
	Private	41	39959	14190	18000	74600
Gender	Female	27	42366	16600	20500	83700
	Male	41	61007	22564	18000	135000
Ethnic Background	African-American	5	39052	22861	20500	77758
	Latino/Hispanic	1	23500	0	23500	23500
	Caucasian	61	54974	21848	18000	135000
	Other	1	73000	0	73000	73000
Total		84	53606	22256	18000	135000

NASPA Research Division

NASPA Salary Survey 1999-2000

Region IV West Supplemental Report

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This regional supplement highlights salary data from Region IV West. These tables correspond with Tables 11-25 in the Comprehensive Report, which report similar data for the all NASPA Regions.

The following tables show salary analysis information for each student services position in the study with respect to institutional enrollment, source of support, gender, and ethnicity of the person holding the position. The tables represent only those respondents from this specific region. Due to low numbers in several categories, statistical analysis was not feasible.

Under the "Count" column in each table, the numbers indicted next to "Institutional Enrollment" and "Source of Support" are institutional numbers. This may be different than the number used to calculate mean salary if, for example, an institution does not have the position reported by a table but completed a survey. The numbers reported next to "Gender" and "Ethnicity" indicate that number of respondents in the position that indicated a specific gender or ethnicity.

Regional Salary Analysis for Senior Student Affairs Officers by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	7	51270	4741	42000	55000
	1,000 - 2,499	6	78333	10889	66500	91000
FTE-Count	2,500 - 4,999	12	94083	21614	55000	140000
	5,000 - 9,999	9	90019	19050	49440	120000
	10,000 - 19,000	6	112012	17179	98004	137410
	20,000 - 30,000	5	115624	13388	95000	131120
	Over 30,000	2	108350	25951	90000	126700
Source of	Public	40	92474	23313	49440	137410
Support	Private	24	76241	26754	36000	140000
Gender	Female	25	78124	25150	42000	130000
	Male	39	91364	25006	36000	140000
Ethnic Background	African American	3	110241	17349	97500	130000
	Latino/Hispanic	1	96000	0	96000	96000
	Asian	1	126700	0	126700	126700
	Caucasian	58	84326	25335	36000	140000
Total		64	86452	25675	36000	140000

Regional Salary Analysis for Associate Senior Student Affairs Officers by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	7	0	0	0	0
	1,000 - 2,499	6	42000	0	42000	42000
FTE-Count	2,500 - 4,999	12	60750	1061	60000	61500
	5,000 - 9,999	9	69709	8623	59000	78823
	10,000 - 19,000	6	84742	28577	64535	104949
	20,000 - 30,000	5	83767	19744	64800	96500
	Over 30,000	2	117300	0	117300	117300
Source of	Public	40	77351	18458	85000	117300
Support	Private	24	55714	10436	42000	73000
Gender	Female	13	64591	15531	42000	96500
	Male	9	77537	21656	48000	117300
Ethnic Background	African American	5	73057	18583	58786	96500
	Latino/Hispanic	2	48000	0	48000	48000
	Caucasian	15	72259	19216	42000	117300
Total		64	70139	19062	42000	117300

Regional Salary Analysis for Assistant Senior Student Affairs Officers by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	7	22000	0	22000	22000
	1,000 - 2,499	6	36000	0	36000	36000
FTE-Count	2,500 - 4,999	12	38750	16617	27000	50500
	5,000 - 9,999	9	43976	21646	32000	76385
	10,000 - 19,000	6	62879	20671	40876	87979
	20,000 - 30,000	5	73940	16487	60000	95000
	Over 30,000	2	57655	10826	5000	65310
Source of	Public	40	56449	21283	15600	95000
Support	Private	24	32563	16132	14500	66000
Gender	Female	19	39306	16764	14500	76385
	Male	9	73277	15268	53000	95000
Ethnic Background	African American	2	70293	8616	64200	76385
	Latino/Hispanic	1	50000	0	50000	50000
	Caucasian	25	47602	22995	14500	95000
Total		64	49371	22521	14500	95000

Regional Salary Analysis for Deans of Students by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	7	0	0	0	0
	1,000 - 2,499	6	58500	12021	50000	67000
FTE-Count	2,500 - 4,999	12	54000	6055	50000	63000
	5,000 - 9,999	9	62450	11315	49440	70000
	10,000 - 19,000	6	77582	1900	75400	78876
	20,000 - 30,000	5	94400	0	94400	94400
	Over 30,000	2	89800	0	89800	89800
Source of	Public	40	64235	17918	34000	94400
Support	Private	24	51833	13408	30000	67000
Gender	Female	10	53208	15934	30000	78876
	Male	12	66493	16775	46000	94400
Ethnic Background	African American	6	64880	18590	48000	94400
	Latino/Hispanic	2	82600	10182	75400	98900
	American Indian	1	52000	0	52000	52000
	Caucasian	13	55725	15995	30000	78876
Total		64	60515	17349	30000	94400

Regional Salary Analysis for Associate Deans of Students by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	7	26000	0	26000	26000
	1,000 - 2,499	6	58541	0	58541	58541
FTE-Count	2,500 - 4,999	12	52213	21514	37000	67425
	5,000 - 9,999	9	55728	22526	39800	71656
	10,000 - 19,000	6	46415	18038	33660	59170
	20,000 - 30,000	5	62430	0	62430	62430
	Over 30,000	2	56200	0	56200	56200
Source of	Public	40	53488	13089	33660	71656
Support	Private	24	33750	16378	18000	56000
Gender	Female	9	47111	13910	26000	62430
	Male	5	49176	21785	18000	71656
Ethnic Background	African American	2	42585	23455	26000	59170
	Asian	1	71656	0	71656	71656
	Caucasian	11	46641	15071	18000	67425
Total		64	47849	16314	18000	71656

Regional Salary Analysis for Assistant Deans of Students by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	7	32000	0	32000	32000
	1,000 - 2,499	6	0	0	0	0
FTE-Count	2,500 - 4,999	12	27500	3536	25000	30000
	5,000 - 9,999	9	35801	1132	35000	36601
	10,000 - 19,000	6	32728	7456	27456	38000
	20,000 - 30,000	5	41868	4430	38735	45000
	Over 30,000	2	52000	0	52000	52000
Source of	Public	40	35562	8006	25000	52000
Support	Private	24	32834	8603	25000	48000
Gender	Female	11	36295	9696	25000	52000
	Male	10	32168	4826	25000	39500
Ethnic Background	African American	7	35676	9601	25000	48000
	Latino/Hispanic	1	52000	0	52000	52000
	Caucasian	13	32544	5726	25000	41000
Total		64	34557	8104	25000	52000

Regional Salary Analysis for Directors of Counseling Services by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	7	30675	8025	25000	36349
	1,000 - 2,499	6	35337	5764	29000	42300
FTE-Count	2,500 - 4,999	12	54443	11239	39000	70445
	5,000 - 9,999	9	57909	7886	46638	66610
	10,000 - 19,000	6	63475	8857	55559	78486
	20,000 - 30,000	5	74734	11662	61000	84171
	Over 30,000	2	71155	8266	65310	77000
Source of	Public	40	57892	15754	24000	84171
Support	Private	24	43069	12810	25000	63297
Gender	Female	25	46265	14453	24000	77000
	Male	20	62968	13161	32000	84171
Ethnic Background	African American	5	57279	14401	37595	77000
	Caucasian	41	52410	16608	24000	84171
Total		64	52951	16301	24000	54171

Regional Salary Analysis for Directors of Financial Aid by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	7	30832	7482	18190	38004
	1,000 - 2,499	6	50825	17464	36500	73800
FTE-Count	2,500 - 4,999	12	58577	15261	42470	83400
	5,000 - 9,999	9	53695	4425	47254	60023
	10,000 - 19,000	6	56115	4979	59556	69522
	20,000 - 30,000	5	71861	7113	65000	78000
	Over 30,000	2	88200	0	88200	88200
Source of	Public	40	53965	15506	18190	88200
Support	Private	24	48607	20408	24800	83400
Gender	Female	26	45203	15968	18190	88200
	Male	18	63499	10581	46000	83400
Ethnic Background	African American	1	36500	0	36500	36500
	American Indian	1	24800	0	24800	24800
	Caucasian	42	53924	16131	18190	88200
Total		64	52789	16573	18190	88200

Regional Salary Analysis for Directors of Career Planning & Placement by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	7	30935	2796	27000	35692
	1,000 - 2,499	6	39340	8450	24400	44600
FTE-Count	2,500 - 4,999	12	49758	18165	33000	91500
	5,000 - 9,999	9	50506	7297	37416	60000
	10,000 - 19,000	6	58018	4791	52020	64313
	20,000 - 30,000	5	60750	6850	53000	67000
	Over 30,000	2	75700	0	75700	75700
Source of	Public	40	47714	13112	22000	75700
Support	Private	24	42230	15886	25000	91500
Gender	Female	35	43312	12912	22000	67000
	Male	20	51034	15560	28412	91500
Ethnic Background	African American	2	52157	17192	4000	64313
	Latino/Hispanic	3	54361	26285	25000	75700
	Asian	1	0	0	0	0
	Caucasian	49	45060	13374	22000	91500
Total		64	45886	14179	22000	91500

Regional Salary Analysis for Directors of Student Health by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	7	18182	11762	10800	31746
	1,000 - 2,499	6	34750	29182	14000	78000
FTE-Count	2,500 - 4,999	12	44640	32934	9000	114675
	5,000 - 9,999	9	50992	16970	37231	84000
	10,000 - 19,000	6	68436	20569	40000	102156
	20,000 - 30,000	5	90750	14569	79000	112000
	Over 30,000	2	89500	38891	62000	117000
Source of	Public	40	54064	27699	12000	117000
Support	Private	24	43683	33586	9000	114675
Gender	Female	36	43882	27488	9000	117000
	Male	9	80441	19900	50000	112000
Ethnic Background	African American	1	32481	0	32481	32481
	American Indian	1	0	0	0	0
	Caucasian	41	51119	28470	9000	117000
		64	50684	29747	9000	117000

Regional Salary Analysis for Directors of Student Unions by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	7	24911	126	24822	25000
	1,000 - 2,499	6	36792	5638	31000	44110
FTE-Count	2,500 - 4,999	12	48036	18531	30714	79000
	5,000 - 9,999	9	71446	19500	52000	91000
	10,000 - 19,000	6	65394	10183	55161	81286
	20,000 - 30,000	5	80800	13846	58000	95000
	Over 30,000	2	61910	11441	53820	70000
Source of	Public	40	59754	21031	19980	95000
Support	Private	24	41080	14953	25000	79000
Gender	Female	14	42803	16061	24822	71337
	Male	25	60433	21161	19980	95000
Ethnic Background	African American	4	64762	19673	43000	81286
	Latino/Hispanic	1	86000	0	86000	86000
	American Indian	1	0	0	0	0
	Caucasian	33	51796	20610	19980	95000
Total		64	53885	21032	19980	95000

Regional Salary Analysis for Directors of Security by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	7	13500	12021	5000	22000
	1,000 - 2,499	6	33675	16511	22000	45350
FTE-Count	2,500 - 4,999	12	34668	12075	21500	57641
	5,000 - 9,999	9	47302	14931	31500	67500
	10,000 - 19,000	6	59210	7377	53196	67441
	20,000 - 30,000	5	81000	5657	77000	85000
	Over 30,000	2	39374	0	39374	39374
Source of	Public	40	44461	17942	21500	85000
Support	Private	24	28088	18348	5000	45350
Gender	Female	1	44244	0	44244	44244
	Male	28	41849	19009	5000	85000
Ethnic Background	African American	1	0	0	0	0
	Latino/Hispanic	1	0	0	0	0
	Caucasian	27	41742	18631	5000	85000
Total		64	41742	18631	5000	85000

Regional Salary Analysis for Directors of Admissions by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	7	32300	8576	20000	42640
	1,000 - 2,499	6	67233	11089	60000	80000
FTE-Count	2,500 - 4,999	12	62875	20422	9500	93000
	5,000 - 9,999	9	51120	12932	35924	68195
	10,000 - 19,000	6	78299	5666	71976	82916
	20,000 - 30,000	5	73404	9153	63000	80213
	Over 30,000	2	64750	18031	52000	77500
Source of	Public	40	55671	18457	28161	93000
Support	Private	24	51700	19787	20000	80000
Gender	Female	17	47660	15145	20000	80000
	Male	21	59690	19440	28161	93000
Ethnic Background	Caucasian	38	54737	18549	20000	93000
Total		64	54737	18549	20000	93000

Regional Salary Analysis for Registrars/Registration by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	7	34647	8004	24000	42000
	1,000 - 2,499	6	53350	0	53350	53350
FTE-Count	2,500 - 4,999	12	55259	17163	41000	79500
	5,000 - 9,999	9	48478	16980	28300	66264
	10,000 - 19,000	6	57568	8375	46887	66655
	20,000 - 30,000	5	79034	13143	69372	94000
	Over 30,000	2	74950	21142	6000	89900
Source of	Public	40	55507	16609	28300	94000
Support	Private	24	43207	23375	24000	79500
Gender	Female	16	46643	17284	24000	89900
	Male	13	60323	16955	28300	94000
Ethnic Background	Caucasian	29	53229	18182	24000	94000
Total		64	53229	18182	24000	94000

Regional Salary Analysis for Directors of Housing by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	7	27161	6414	20000	32380
	1,000 - 2,499	6	40640	10711	24500	50000
FTE-Count	2,500 - 4,999	12	48804	19350	33000	94000
	5,000 - 9,999	9	52763	10992	41848	71656
	10,000 - 19,000	6	66894	9039	58710	77000
	20,000 - 30,000	5	89600	7369	77000	96000
	Over 30,000	2	56400	23193	40000	72800
Source of	Public	40	57400	20854	24500	96000
Support	Private	24	46474	19895	20000	94000
Gender	Female	14	41514	10850	20000	64008
	Male	29	58870	22267	24500	96000
Ethnic Background	African American	2	82900	14284	72800	93000
	Latino/Hispanic	2	45838	4721	42500	49176
	Asian	1	71656	0	71656	71656
	Caucasian	38	51832	20746	20000	96000
Total		64	53498	20953	20000	96000

NASPA Research Division

NASPA Salary Survey
1999-2000

Region V
Supplemental Report

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This regional supplement highlights salary data from Region V. These tables correspond with Tables 11-25 in the Comprehensive Report, which report similar data for the all NASPA Regions.

The following tables show salary analysis information for each student services position in the study with respect to institutional enrollment, source of support, gender, and ethnicity of the person holding the position. The tables represent only those respondents from this specific region. Due to low numbers in several categories, statistical analysis was not feasible.

Under the "Count" column in each table, the numbers indicted next to "Institutional Enrollment" and "Source of Support" are institutional numbers. This may be different than the number used to calculate mean salary if, for example, an institution does not have the position reported by a table but completed a survey. The numbers reported next to "Gender" and "Ethnicity" indicate that number of respondents in the position that indicated a specific gender or ethnicity.

Regional Salary Analysis for Senior Student Affairs Officers by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	2	53138	3341	50775	55500
	1,000 - 2,499	3	69567	29448	39200	98000
FTE-Count	2,500 - 4,999	3	88287	9285	79500	98000
	5,000 - 9,999	4	87005	13396	70000	100006
	10,000 - 19,000	5	105171	12139	94230	125500
	20,000 - 30,000	1	134000	0	134000	134000
	Over 30,000	1	130200	0	130200	130200
Source of Support	Public	19	98828	20858	70000	137465
	Private	8	59395	22534	36500	98000
Gender	Female	10	88540	24546	36500	125000
	Male	17	84366	29854	39200	137465
Ethnic Background	African American	3	95400	31181	70000	130200
	Latino/Hispanic	1	43000	0	43000	43000
	Caucasian	23	86449	26834	36500	137465
Total		28	86558	27439	36500	137465

Regional Salary Analysis for Associate Senior Student Affairs Officers by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	2	37010	0	37010	37010
	1,000 - 2,499	3	0	0	0	0
FTE-Count	2,500 - 4,999	3	64899	6962	57000	70140
	5,000 - 9,999	4	57000	0	57000	57000
	10,000 - 19,000	5	90590	23216	74173	107006
	20,000 - 30,000	1	106860	0	106860	106860
	Over 30,000	1	0	0	0	0
Source of	Public	19	76962	21514	56000	107006
Support	Private	8	34005	4250	31000	37010
Gender	Female	3	73669	28871	57000	107006
	Male	7	63249	25391	31000	106860
Ethnic Background	African American	1	70140	0	70140	70140
	American Indian	1	57000	0	57000	57000
	Caucasian	8	67076	28429	31000	107006
Total		28	66375	25306	31000	107006

Regional Salary Analysis for Assistant Senior Student Affairs Officers by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	2	0	0	0	0
	1,000 - 2,499	3	0	0	0	0
FTE-Count	2,500 - 4,999	3	39007	8922	31000	48624
	5,000 - 9,999	4	56000	0	56000	56000
	10,000 - 19,000	5	65540	36878	41889	108032
	20,000 - 30,000	1	106860	0	106860	106860
	Over 30,000	1	80736	0	80736	80736
Source of	Public	19	36516	27736	31000	108032
Support	Private	8	20175	1167	19350	21000
Gender	Female	7	55686	31133	21000	106860
	Male	5	64471	25192	46699	108032
Ethnic Background	African American	1	63000	0	63000	63000
	American Indian	1	37398	0	37398	37398
	Caucasian	11	57374	31050	19350	108032
Total		28	56270	28748	19350	108032

Regional Salary Analysis for Deans of Students by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	2	0	0	0	0
	1,000 - 2,499	3	0	0	0	0
FTE-Count	2,500 - 4,999	3	64236	0	64236	64236
	5,000 - 9,999	4	58412	17553	46000	70824
	10,000 - 19,000	5	72092	919	71442	72741
	20,000 - 30,000	1	0	0	0	0
	Over 30,000	1	0	0	0	0
Source of	Public	19	66041	6729	56000	72741
Support	Private	8	56146	0	56146	56146
Gender	Female	3	65559	5345	61000	71442
	Male	5	60342	11245	46000	72741
Ethnic Background	African American	1	64236	0	64236	64236
	American Indian	1	56146	0	56146	56146
	Caucasian	6	63001	10671	46000	71741
Total		28	62299	9365	46000	72741

Regional Salary Analysis for Associate Deans of Students by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	2	0	0	0	0
	1,000 - 2,499	3	0	0	0	0
FTE-Count	2,500 - 4,999	3	0	0	0	0
	5,000 - 9,999	4	68161	0	68161	68161
	10,000 - 19,000	5	66417	5061	62838	69996
	20,000 - 30,000	1	0	0	0	0
	Over 30,000	1	0	0	0	0
Source of	Public	19	74420	15151	62838	96685
Support	Private	8	39525	16299	28000	51050
Gender	Female	1	28000	0	28000	28000
	Male	5	69746	16775	51050	96685
Ethnic Background	African American	1	62838	0	62838	62838
	Caucasian	5	62778	25386	28000	96685
Total		28	62788	22706	28000	69985

Regional Salary Analysis for Assistant Deans of Students by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	2	28153	12512	19305	37000
	1,000 - 2,499	3	0	0	0	0
FTE-Count	2,500 - 4,999	3	0	0	0	0
	5,000 - 9,999	4	49932	9134	44324	60471
	10,000 - 19,000	5	37150	0	37150	37150
	20,000 - 30,000	1	0	0	0	0
	Over 30,000	1	0	0	0	0
Source of	Public	19	47315	11945	37150	60471
Support	Private	8	34528	13105	19305	50805
Gender	Female	5	39650	14854	19305	60471
	Male	3	42268	10181	31000	50805
Ethnic Background	African American	2	55638	6835	50805	60471
	Caucasian	6	35630	9545	19305	45000
Total		28	40632	12551	19305	60471

Regional Salary Analysis for Directors of Counseling Services by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	2	43000	0	43000	43000
	1,000 - 2,499	3	46913	15433	36000	57826
FTE-Count	2,500 - 4,999	3	52969	13425	43476	62462
	5,000 - 9,999	4	57070	15096	42000	77126
	10,000 - 19,000	5	63206	14476	49005	84616
	20,000 - 30,000	1	94560	0	94560	94560
	Over 30,000	1	71640	0	71640	71640
Source of	Public	19	60511	15651	39000	94560
Support	Private	8	42857	19300	8000	59515
Gender	Female	12	51264	19273	8000	84616
	Male	11	60014	15500	36000	94560
Ethnic Background	Asian	1	42000	0	42000	42000
	American Indian	1	43476	0	43476	43476
	Caucasian	20	56369	18549	8000	94560
Total		28	55449	17746	8000	94560

Regional Salary Analysis for Directors of Financial Aid by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	2	37450	6435	62900	42000
	1,000 - 2,499	3	6100	0	6100	6100
FTE-Count	2,500 - 4,999	3	58813	4948	54780	64334
	5,000 - 9,999	4	48941	8089	42000	57824
	10,000 - 19,000	5	69889	15164	52700	87651
	20,000 - 30,000	1	106860	0	106860	106860
	Over 30,000	1	78228	0	78228	78228
Source of	Public	19	60172	21790	6100	106860
Support	Private	8	97467	4550	62900	42000
Gender	Female	13	49112	19282	61000	87651
	Male	10	65887	20937	37500	106860
Total		28	56301	21265	6100	106860

Regional Salary Analysis for Directors of Career Planning & Placement by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	2	28555	0	28555	28555
	1,000 - 2,499	3	38566	2028	37132	40000
FTE-Count	2,500 - 4,999	3	44569	6009	40320	48818
	5,000 - 9,999	4	47122	11486	39000	55244
	10,000 - 19,000	5	66240	14584	52520	82739
	20,000 - 30,000	1	95940	0	95940	95940
	Over 30,000	1	55428	0	55428	55428
Source of	Public	19	58357	16413	40000	95940
Support	Private	8	34640	6706	27000	43011
Gender	Female	13	47672	18583	27000	95940
	Male	8	58496	14381	43011	82739
Ethnic Background	African American	1	43011	0	43011	43011
	Caucasian	19	52076	18523	27000	95940
Total		28	51460	17648	27000	95940

Regional Salary Analysis for Directors of Student Health by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	2	60000	0	60000	60000
FTE-Count	1,000 - 2,499	3	41275	14644	60000	57826
	2,500 - 4,999	3	53659	8102	47930	59388
	5,000 - 9,999	4	58459	37418	32000	84917
	10,000 - 19,000	5	119286	30777	97523	141048
	20,000 - 30,000	1	131220	0	131220	131220
	Over 30,000	1	0	0	0	0
Source of Support	Public	19	72156	35296	30000	141048
	Private	8	36959	18481	12000	60000
Gender	Female	15	49166	23897	12000	97523
	Male	5	83819	48565	36000	141048
Ethnic Background	Caucasian	20	57829	33975	12000	141048
Total		28	577829	33975	12000	141048

Regional Salary Analysis for Directors of Student Unions by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	2	0	0	0	0
	1,000 - 2,499	3	0	0	0	0
FTE-Count	2,500 - 4,999	3	64236	0	64236	64236
	5,000 - 9,999	4	58412	17553	46000	70824
	10,000 - 19,000	5	72092	919	71442	72741
	20,000 - 30,000	1	0	0	0	0
	Over 30,000	1	0	0	0	0
Source of Support	Public	19	66041	6729	56000	72741
	Private	8	56146	0	56146	56146
Gender	Female	3	65559	5345	61000	71442
	Male	5	60342	11245	46000	72741
Ethnic Background	African American	1	64236	0	64236	64236
	American Indian	1	56146	0	56146	56146
	Caucasian	6	63001	10671	46000	71741
Total		28	62299	9365	46000	72741

Regional Salary Analysis for Directors of Security by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	2	0	0	0	0
	1,000 - 2,499	3	34000	0	34000	34000
FTE-Count	2,500 - 4,999	3	51858	4879	48408	55308
	5,000 - 9,999	4	53726	0	53726	53726
	10,000 - 19,000	5	47209	13927	37361	57057
	20,000 - 30,000	1	0	0	0	0
	Over 30,000	1	0	0	0	0
Source of	Public	19	53143	14513	36856	83430
Support	Private	8	36074	1838	34000	37500
Gender	Female	1	36856	0	36856	36856
	Male	10	49789	15678	34000	83430
Ethnic Background	Asian	1	48408	0	48408	48408
	American Indian	1	55308	0	55308	55308
	Caucasian	9	49037	16665	34000	83430
	Other	1	37361	0	37361	37361
Total		28	48488	14549	34000	83430

Regional Salary Analysis for Directors of Admissions by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	2	49000	0	49000	49000
	1,000 - 2,499	3	67315	20244	53000	81630
FTE-Count	2,500 - 4,999	3	53308	12144	41320	65603
	5,000 - 9,999	4	48409	7293	40000	53000
	10,000 - 19,000	5	68909	9396	60825	79218
	20,000 - 30,000	1	10000	0	10000	10000
	Over 30,000	1	87348	0	87348	87348
Source of	Public	19	56012	17301	10000	87348
Support	Private	8	56043	22893	37500	81630
Gender	Female	6	45463	18462	10000	60468
	Male	15	59657	15680	37500	87348
Ethnic Background	Asian	1	51500	0	51500	51500
	Caucasian	19	54777	18297	10000	87348
Total		28	55174	17451	10000	87348

Regional Salary Analysis for Registrars/Registration by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	2	47000	0	47000	47000
	1,000 - 2,499	3	47000	0	47000	47000
FTE-Count	2,500 - 4,999	3	50220	5515	46320	54120
	5,000 - 9,999	4	49502	19094	36000	63003
	10,000 - 19,000	5	49500	0	49500	49500
	20,000 - 30,000	1	0	0	0	0
	Over 30,000	1	0	0	0	0
Source of	Public	19	52071	9973	38000	66552
Support	Private	8	42250	9718	37500	47000
Gender	Female	8	43706	6676	36000	54120
	Male	4	59685	8997	49500	66552
Ethnic Background	Caucasian	12	48500	10358	63000	66552
Total		28	48500	10358	63000	66552

Regional Salary Analysis for Directors of Housing by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	2	12500	0	12500	12500
	1,000 - 2,499	3	35200	2884	32000	37600
FTE-Count	2,500 - 4,999	3	49260	5125	45636	52884
	5,000 - 9,999	4	46852	13933	37000	56704
	10,000 - 19,000	5	66491	13740	54000	90006
	20,000 - 30,000	1	99312	0	99312	99312
	Over 30,000	1	83676	0	83676	83676
Source of	Public	19	60643	18972	32000	99312
Support	Private	8	31721	8921	12500	38740
Gender	Female	6	45831	14678	32000	70302
	Male	17	52571	22954	12500	99312
Ethnic Background	Asian	1	52884	0	52884	52884
	Caucasian	22	50719	21497	12500	99312
Total		28	50813	21007	12500	99312

NASPA Research Division

NASPA Salary Survey
1999-2000

Region VI
Supplemental Report

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Regional Salary Analysis for Senior Student Affairs Officers by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	78675	20436	55000	101700
	1,000 - 2,499	2	91000	55154	52000	130000
FTE-Count	2,500 - 4,999	6	92687	17760	72000	122000
	5,000 - 9,999	3	89733	21717	66200	109000
	10,000 - 19,000	2	130450	3465	128000	132900
	20,000 - 30,000	2	154579	31002	132657	176500
	Over 30,000	1	141000	0	141000	141000
Source of	Public	12	104640	27191	58000	141000
Support	Private	14	94171	35822	52000	176500
Gender	Female	15	94854	26313	58000	141000
	Male	12	103181	37547	52000	176500
Ethnic Background	African American	5	143231	19046	130000	176500
	Latino/Hispanic	1	122000	0	122000	122000
	Asian	3	104967	24376	88000	132900
	Caucasian	17	85290	21987	52000	128000
	Other	1	58000	0	58000	58000
Total		27	98555	31418	52000	176500

Regional Salary Analysis for Associate Senior Student Affairs Officers by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	48000	14142	38000	58000
	1,000 - 2,499	2	42000	0	42000	42000
FTE-Count	2,500 - 4,999	6	0	0	0	0
	5,000 - 9,999	3	71271	25073	53542	89000
	10,000 - 19,000	2	90786	10242	83544	98028
	20,000 - 30,000	2	108000	0	108000	108000
	Over 30,000	1	0	0	0	0
Source of	Public	12	87314	18835	58000	108000
Support	Private	14	53649	20080	33000	87000
Gender	Female	6	55681	19652	33000	83544
	Male	6	79671	26406	38000	108000
Ethnic Background	African American	1	89000	0	89000	89000
	Latino/Hispanic	1	53542	0	53542	53542
	Asian	3	6266	39879	33000	108000
	Caucasian	7	68796	23184	38000	98028
Total		27	67676	25485	33000	108000

Regional Salary Analysis for Assistant Senior Student Affairs Officers by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	0	0	0	0
	1,000 - 2,499	2	0	0	0	0
FTE-Count	2,500 - 4,999	6	31500	0	31500	31500
	5,000 - 9,999	3	35000	0	35000	35000
	10,000 - 19,000	2	76884	17819	64284	89484
	20,000 - 30,000	2	85000	7071	80000	90000
	Over 30,000	1	65489	0	65489	65489
Source of	Public	12	66851	20664	35000	89489
Support	Private	14	59250	24079	31500	90000
Gender	Female	9	56697	19292	31500	80000
	Male	2	89742	365	89484	90000
Ethnic Background	African American	2	72242	24384	55000	89484
	Latino/Hispanic	1	64284	0	64284	64284
	Caucasian	8	60124	23701	31500	90000
Total		27	62705	21828	31500	90000

Regional Salary Analysis for Deans of Students by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	38500	707	38000	39000
	1,000 - 2,499	2	0	0	0	0
FTE-Count	2,500 - 4,999	6	78000	0	78000	78000
	5,000 - 9,999	3	82000	0	82000	82000
	10,000 - 19,000	2	59020	0	59020	59020
	20,000 - 30,000	2	0	0	0	0
	Over 30,000	1	115000	0	115000	115000
Source of Support	Public	12	74604	28322	39000	115000
	Private	14	38000	0	38000	38000
Gender	Female	4	83505	23267	59020	115000
	Male	2	38500	707	38000	39000
Ethnic Background	Latino/Hispanic	1	59020	0	59020	59020
	Caucasian	5	70400	32470	38000	115000
Total		27	68503	29411	38000	115000

Regional Salary Analysis for Associate Deans of Students by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	43000	0	43000	43000
	1,000 - 2,499	2	52000	0	52000	52000
FTE-Count	2,500 - 4,999	6	55875	1237	55000	56750
	5,000 - 9,999	3	0	0	0	0
	10,000 - 19,000	2	50076	0	50076	50076
	20,000 - 30,000	2	64500	6364	60000	69000
	Over 30,000	1	60000	0	60000	60000
Source of Support	Public	12	59692	9466	50076	69000
	Private	14	52792	5946	43000	60000
Gender	Female	4	56019	8965	50000	69000
	Male	5	54350	7141	43000	60000
Ethnic Background	African American	1	52000	0	52000	52000
	Latino/Hispanic	1	60000	0	60000	60000
	Asian	3	58025	9818	50076	69000
	Caucasian	3	51000	8544	43000	60000
	Other	1	56750	0	56750	56750
Total		27	55092	7510	43000	69000

Regional Salary Analysis for Assistant Deans of Students by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	41500	0	41500	41500
	1,000 - 2,499	2	0	0	0	0
FTE-Count	2,500 - 4,999	6	42500	4950	39000	46000
	5,000 - 9,999	3	0	0	0	0
	10,000 - 19,000	2	0	0	0	0
	20,000 - 30,000	2	50000	0	50000	50000
	Over 30,000	1	57130	0	57130	57130
Source of Support	Public	12	51565	7870	46000	57130
	Private	14	43500	5766	39000	50000
Gender	Female	3	47377	9143	39000	57130
	Male	1	41500	0	41500	41500
Ethnic Background	African American	2	51565	7870	46000	57130
	Caucasian	3	43500	5766	39000	50000
Total		27	46726	7185	39000	57130

Regional Salary Analysis for Directors of Counseling Services by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	32750	15203	22000	43500
	1,000 - 2,499	2	42000	0	42000	42000
FTE-Count	2,500 - 4,999	6	57533	19566	36000	88000
	5,000 - 9,999	3	72000	9899	65000	79000
	10,000 - 19,000	2	79698	79000	74112	85284
	20,000 - 30,000	2	89530	750	89000	90060
	Over 30,000	1	72318	0	72318	72318
Source of Support	Public	12	64226	22199	22000	89000
	Private	14	52529	15403	41000	90060
Gender	Female	9	56373	17704	36000	85284
	Male	13	60961	21841	22000	90060
Ethnic Background	African American	3	68761	23388	42000	85284
	Caucasian	18	55835	18762	22000	90060
	Other	1	88000	0	88000	88000
Total		27	59213	20028	22000	90060

Regional Salary Analysis for Directors of Financial Aid by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	34000	7071	29000	39000
	1,000 - 2,499	2	0	0	0	0
FTE-Count	2,500 - 4,999	6	56702	21948	28000	80000
	5,000 - 9,999	3	71500	707	71000	72000
	10,000 - 19,000	2	64764	339	64524	65004
	20,000 - 30,000	2	82000	0	82000	82000
	Over 30,000	1	0	0	0	0
Source of	Public	12	63018	16803	28000	82000
Support	Private	14	44765	15222	29000	65059
Gender	Female	12	55727	15558	29000	82000
	Male	3	59667	27791	28000	80000
Ethnic Background	African American	1	45784	0	45784	45784
	Latino/Hispanic	1	29000	0	29000	29000
	Caucasian	12	60315	17214	28000	82000
	Other	1	53750	0	53750	53750
Total		27	56572	17545	28000	82000

Regional Salary Analysis for Directors of Career Planning & Placement by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	39296	13877	21000	53184
	1,000 - 2,499	2	27100	24183	10000	44200
FTE-Count	2,500 - 4,999	6	45235	12526	35000	65000
	5,000 - 9,999	3	45741	14508	35482	56000
	10,000 - 19,000	2	68574	4591	65328	71820
	20,000 - 30,000	2	106930	46768	73860	140000
	Over 30,000	1	68500	0	68500	68500
Source of	Public	12	56189	15371	30384	73860
Support	Private	14	45849	31936	10000	140000
Gender	Female	15	49791	28486	21000	140000
	Male	7	55113	24777	10000	73860
Ethnic Background	African American	1	37000	0	37000	37000
	Latino/Hispanic	2	53651	25695	35482	71820
	Asian	3	43961	21291	30384	68500
	Caucasian	17	51984	29481	10000	140000
Total		27	50345	26085	10000	140000

Regional Salary Analysis for Directors of Student Health by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	77000	0	77000	77000
	1,000 - 2,499	2	42000	0	42000	42000
FTE-Count	2,500 - 4,999	6	49020	19587	30609	80000
	5,000 - 9,999	3	59777	0	59777	59777
	10,000 - 19,000	2	92199	1549	91104	93294
	20,000 - 30,000	2	132000	39598	104000	160000
	Over 30,000	1	125000	0	125000	125000
Source of	Public	12	79084	28505	36000	125000
Support	Private	14	61198	44862	30609	160000
Gender	Female	13	59896	29386	30609	125000
	Male	4	105350	37142	77000	160000
Ethnic Background	African American	1	80000	0	80000	80000
	Latino/Hispanic	1	77000	0	77000	77000
	Asian	1	42000	0	42000	42000
	Caucasian	13	74805	40394	30609	160000
	Other	1	43490	0	43490	43490
Total		27	71259	36364	30603	160000

Regional Salary Analysis for Directors of Student Unions by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	0	0	0	0
	1,000 - 2,499	2	0	0	0	0
FTE-Count	2,500 - 4,999	6	46040	18441	33000	59080
	5,000 - 9,999	3	45000	0	45000	45000
	10,000 - 19,000	2	0	0	0	0
	20,000 - 30,000	2	68000	0	68000	68000
	Over 30,000	1	82323	0	82323	82323
Source of	Public	12	55139	18166	33000	82323
Support	Private	14	47333	20502	35000	71000
Gender	Female	5	42877	11657	33000	59080
	Male	5	60265	19577	35000	82323
Ethnic Background	African American	2	69500	2121	68000	71000
	Asian	1	43428	0	43428	43428
	Caucasian	5	46265	20676	33000	82323
	Other	1	59080	0	59080	59080
Total		27	52537	18071	33000	82323

Regional Salary Analysis for Directors of Security by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	37000	0	37000	37000
	1,000 - 2,499	2	42000	0	42000	42000
FTE-Count	2,500 - 4,999	6	43395	12867	25000	55000
	5,000 - 9,999	3	57100	12909	49300	72000
	10,000 - 19,000	2	88176	0	88176	88176
	20,000 - 30,000	2	89000	0	89000	89000
	Over 30,000	1	0	0	0	0
Source of	Public	12	61738	25592	25000	89000
Support	Private	14	46126	6902	37000	55000
Gender	Female	2	88176	0	88176	88176
	Male	11	51288	17929	25000	89000
Ethnic Background	Caucasian	12	55481	21220	25000	89000
	Other	1	46250	0	46250	46250
Total		27	54641	20323	25000	89000

Regional Salary Analysis for Directors of Admissions by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

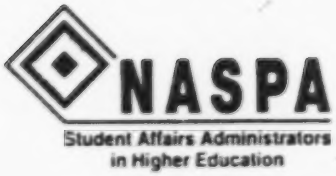
		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	41000	1414	40000	42000
	1,000 - 2,499	2	0	0	0	0
FTE-Count	2,500 - 4,999	6	67238	21428	45000	87752
	5,000 - 9,999	3	79500	23335	63000	96000
	10,000 - 19,000	2	68904	0	68904	68904
	20,000 - 30,000	2	82000	0	82000	82000
	Over 30,000	1	0	0	0	0
Source of	Public	12	69082	21016	40920	96000
Support	Private	14	52192	14896	40000	68962
Gender	Female	8	61858	17750	42000	87752
	Male	6	62776	23269	40000	96000
Ethnic Background	African American	2	66555	3323	64205	68904
	Asian	1	63000	0	63000	63000
	Caucasian	10	85320	21024	40000	96000
	Other	1	87752	0	87752	87752
Total		27	62211	19092	40000	96000

Regional Salary Analysis for Registrars/Registration by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	33500	4950	3000	37000
	1,000 - 2,499	2	0	0	0	0
FTE-Count	2,500 - 4,999	6	55883	0	55883	55883
	5,000 - 9,999	3	46000	0	46000	46000
	10,000 - 19,000	2	68616	0	68616	68616
	20,000 - 30,000	2	0	0	0	0
	Over 30,000	1	0	0	0	0
Source of	Public	12	59713	12051	46000	68616
Support	Private	14	45721	14496	30000	60000
Gender	Female	6	47917	13712	30000	68616
	Male	3	62262	3199	60000	64524
Ethnic Background	Latino/Hispanic	3	44333	6658	37000	50000
	Asian	1	64524	0	64524	64524
	Caucasian	5	53625	16619	30000	68616
Total		27	51503	13411	30000	68616

Regional Salary Analysis for Directors of Housing by Institution Enrollment (FTE), Source of Support, Gender and Ethnic Background.

		Count	Mean	Standard Deviation	Minimum	Maximum
Total Enrollment	Under 1,000	4	30500	12021	22000	39000
	1,000 - 2,499	2	45200	283	45000	45400
FTE-Count	2,500 - 4,999	6	43115	11274	27750	58000
	5,000 - 9,999	3	47380	12191	38760	56000
	10,000 - 19,000	2	69882	16114	58488	81276
	20,000 - 30,000	2	93000	0	93000	93000
	Over 30,000	1	79175	0	79175	79175
Source of	Public	12	58177	18562	39000	93000
Support	Private	14	39101	14446	22000	72000
Gender	Female	4	31938	9799	22000	45000
	Male	16	54007	18384	33000	93000
Ethnic Background	African American	1	81276	0	81276	81276
	Latino/Hispanic	1	33000	0	33000	33000
	Asian	2	40090	7198	35000	45180
	American Indian	1	58000	0	58000	58000
	Caucasian	15	49293	19517	22000	93000
Total		27	49593	19079	22000	93000



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